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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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A Bleak Outlook for Students

Students in dire circumstances as they grapple with record unemployment rates, rising tuition costs & cuts to aid.

STUDENTS continue to be among those hardest hit by the recession, facing record unemployment rates, rising tuition fees in Canada's six largest provinces and cuts to student assistance.

Statistics Canada reports that the unemployment rate for students aged 15 to 24 climbed to 20.9 per cent in July, breaking all previous records. Across the broader economy, job losses were almost entirely concentrated among summer students, with more than 150,000 jobs disappearing since July 2008.

"Students who have been unable to find summer work will be forced to take on more debt and may be unable to afford to return to school this fall," said Katherine Giroux-Bougard, national chairperson of the Canadian Federation of Students. "Summer jobs are not a luxury; they pay the bills."

More than one-third of college and university students are concerned they will run out of money by the end of the fall semester, an Ipsos Reid poll showed in August.

"Students are in dire circumstances," Giroux-Bougard said. "Many will not be able to make ends meet."

According to the survey, 80 per cent of students plan to work during the coming year. Seventy-five per cent viewed finding work as



Katherine Giroux-Bougard, national chairperson of the Canadian Federation of Students, warns that a college or university education is increasingly out of reach for many Canadian families.

essential to being able to afford to continue their education, while the same number said working will have a negative effect on their studies.

Tuition fees are the single largest expense for most college and university students, with

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Sombres perspectives pour la population étudiante

Taux de chômage sans précédent, hausse des droits de scolarité et réduction de l'aide financière : une situation catastrophique pour les étudiants.

AUX prises avec un taux de chômage record, une augmentation des droits de scolarité dans les six plus grandes provinces et une diminution du soutien financier, les étudiants demeurent parmi les membres de la société les plus durement touchés par la récession.

Statistique Canada signale que le taux de chômage chez les étudiants âgés de 15 à 24 ans a atteint en juillet un sommet historique de 20,9 %.

Dans l'ensemble de l'économie, l'emploi a reculé presque exclusivement chez les étudiants, plus de 150 000 postes ayant disparu depuis juillet 2008.

« Les étudiants qui n'ont pas réussi à obtenir du travail cet été seront contraints de s'endetter davantage et pourraient ne pas avoir les moyens de retourner aux études cet automne », explique Katherine Giroux-Bougard, présidente nationale de la Fédération canadienne des étudiantes et étudiants (FCEE). « Les emplois d'été ne sont pas un luxe : ils servent à payer les factures. »

Un sondage Ipsos-Reid mené en août révèle que plus du tiers de la population étudiante collégiale et universitaire craigne d'être à court d'argent avant la fin du trimestre d'automne.

« Les étudiants sont dans une situation alarmante », affirme Mme Giroux-Bougard. « Bon nombre d'entre eux ne pourront joindre les deux bouts. »

Selon le sondage, 80 % des étudiants comptent travailler au cours de l'année. Les trois quarts des personnes interrogées déclarent qu'il leur faudra absolument trouver un emploi pour pouvoir poursuivre leurs études, et la même proportion soutiennent que leur travail aura un effet néfaste sur celles-ci.

Les droits de scolarité, qui atteignent en moyenne près de 5 000 \$ par année, constituent la dépense la plus élevée pour la plupart des étudiants des collèges et universités. En outre,

Voir SOMBRES PERSPECTIVES à la page A6 ➔

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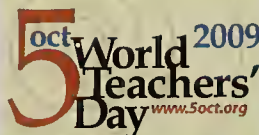
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COMMENT OPINIONS

LETTERS

Ill-founded claims

I'm shocked by Heinz Klatt's letter "No apartheid in Palestine" (*Bulletin*, May 2009). Some of his statements are so ill-founded as to leave one wondering where to begin.

He reduces the political and moral wrong of apartheid South Africa to only a question of race. This implies segregation and deprivation of rights on grounds other than race are permissible. He further confuses collective and categorical segregation with individual segregation, especially the kind that occurs in most democracies under conditions of due process, such as limits to freedom of movement for prisoners, the infectious sick in quarantine and dependent seniors in nursing homes.

Such muddled thinking leads to racist affirmations, such as "Palestinians have a penchant for targeting innocent civilians" and Palestinians should "behave like civilized people. So far they have consistently thwarted rather than supported the Israelis..." Similarly the Wall of Shame is simplistically justified as protecting Israel against the uncivilized Palestinians, at least, "every half enlightened person knows full well that... Israel sees no other way to protect its citizens from criminal terrorist attacks."

Minimal reading on the Israel-Palestine conflict reveals the separation wall is not just about "protecting Israelis." It is about confiscating Palestinian land and transferring it to Israelis; confining Palestinians to a shrinking share of their former territory; creating ecological disasters; destroying ecosystems; spreading economic subversion by denying Palestinian farmers access to their land and adding Palestinian workers to the ranks of the unemployed; expanding Israel as a settler state by establishing more and more illegal settlements on Palestinian land and isolating and circumscribing Palestinian communities into Bantustans to facilitate access to Israeli settlements.

The wall and subsequent colonizer communities will transform East Jerusalem from a largely Palestinian city to a largely Orthodox Jewish city with Palestinians increasingly isolated and marginalized.

Some 1,000 kilometers of modern highway networks, reserved mostly for Israelis, cut through valleys, separate farmers from their fields, children from schools, people from food and health services, and act as barriers between Israelis and Palestinians while further fragmenting Palestinian communities.

Israeli controlled water distribution allows settlers in colonies to use nearly

seven times more water than the Palestinians; settlers irrigate 60 per cent of their arable land compared to 45 per cent in Israel and to only six per cent for Palestinian cultivated land in the West Bank.

The Palestinian population has its political problems and incoherence. But to equate "all Palestinians" to terrorists reflects a racist ideology which leaves little room for the more than one million Arabs and non-Jews currently living in Israel. Will they be moved behind the wall? The denial of their rights within Israel reflects a colonial mentality and domination.

According to Majid Al-Haj, vice-president and dean of research at the University of Haifa, Israel's intolerance of Palestinians is explained largely by the nearly total absence of the Palestinian narrative in Israeli schools. Absence of this narrative from most Western media helps to explain the pervasive racism, as expressed by Klatt, which is consistent with the notion that the ultimate goal of Israeli leadership is to appropriate all of Palestine without the Palestinians.

Wilfrid Denis
Sociology
St. Thomas More College
University of Saskatchewan

COMMENTARY

Strengthening Involvement of Contract Academic Staff

By CINOY OLIVER, CATHERINE CHRISTIE,
GEORGE OAVISON, SANDRA HOENLE,
KELLY MACFARLANE, GEOFF MARTIN,
KAREN NEEDHAM & ANNE SKOCZYLS

CAUT and its member associations can be justifiably proud of having virtually completed the job of organizing Canada's academic staff, whether tenured or contract on a full or part-time basis.

We are starting to see results at the bargaining table, particularly in the form of improved pay and working conditions for our most vulnerable members, the full- and part-time contract academic staff. These colleagues often receive no benefits, have no job security, no research support, and little or no opportunity for advancement.

We are making incremental progress but we still face big challenges. We need to have internal discussions within our associations, aimed at negotiating pro rata terms of employment for part-time members in particular. We need to reverse two decades of employers' efforts to create "teaching-only" positions, thereby threatening the integrity of the academic career as we've always understood it.

So what do we do next? We believe associations need to make greater efforts to involve contract academic staff in the life of the association and institution.

A CAUT survey conducted recently found there are some good engagement initiatives on our campuses when it comes to the role of contract staff in the governance of associations. Many associations have contract staff representation on their executives and some have contract staff committees.

But we need to do more. Contract staff care about things going on around them, and they want to volunteer or otherwise become more active on campus, but they tend to be overworked, underpaid, and often have more than one employer. But many collective agreements provide for contract academic staff to be compensated for service, both to the institution and the association. In some cases, collective agreements transfer money to the union to pay contract members for service to the union. While they're working to achieve these goals, some unions budget general funds to enable their contract staff to participate.

For contract members to achieve gains at the bargaining table, the ground work must be laid months, if not years, in advance. We need active committees that will use Fair Employment Week (the last week of October) to remind our institutions of the disadvantages contract staff face and to keep those issues alive. We need to include contract staff issues when we

consult with our members before we begin collective bargaining. We need contract staff on our negotiating teams, and we need to keep the contract and tenured rank-and-file membership committed to hold our negotiating teams accountable and back them up when the going gets tough.

Putting a push on for contract staff is in everyone's interests. Studies and anecdotes illustrate that Canadian academic life is becoming harsher for even well-established academic staff, because of increased pressure in the areas of teaching, research and service. There are more students and fewer full-time faculty to deal with them. Also, we hear false claims about the shortage of high-quality candidates for permanent, full-time positions.

There's an army of contract staff in Canada ready, willing and qualified to step into permanent academic jobs. By involving contract staff in association and institutional life, by raising their profile, and by giving them justice, we can create the academic institutions we all want. ■

Cindy Oliver, Catherine Christie, George Oavison, Sandra Hoenle, Kelly MacFarlane, Geoff Martin, Karen Needham and Anne Skoczyls are members of CAUT's contract academic staff committee.

The views expressed are those of the authors and not necessarily CAUT.

PRESIDENT'S COLUMN

Surging Demand for Education Creating Global Concern



By PENNI STEWART

PRVATIZATION, diversification and casualization are the global trends in higher education, according to speakers at the UNESCO World Conference on Higher Education earlier this summer in Paris. The conference brought together ministers, heads of state, and representatives of the OECD, World Bank, NGOs and student movements to reflect on the state of higher education around the globe. CAUT associate executive director David Robinson and I were part of the Education International delegation.

Speaker after speaker reminded us that we are in the midst of a revolution driven by a surge in demand for education that began 50 years ago in North America, but has accelerated over the past decade in India, China, East Asia and Latin America. There are now more than 150 million students at post-secondary institutions worldwide, a figure that represents a 53 per cent increase since 2000.

As escalating demand for higher education outstrips their ability and willingness to pay, governments have reduced per-student funding, increasingly differentiated educational institutions by status and

function and increased reliance on short-term and contractual teaching staff. Privatization enters as post-secondary institutions around the world find themselves searching for funds. The search for external funding has also pushed post-secondary institutions to recruit international students and to become branch plant and offshore operators.

For the rich countries of North America, Western Europe and Australia, international enrolment is an important source of revenue, and this form of globalization has more than 2.5 million students studying abroad. Accompanying this is the exodus of skilled teachers that afflicts poor and developing nations.

Higher education is becoming one of the most casualized professions internationally, perhaps second only to retail services. Fixed-term academic staff are the majority of post-secondary teachers in many countries, as much as 80 per cent in Latin America. Casualization has led to poor working conditions, low wages and a decline in the qualifications of academic staff.

What's more, fixed-term academic staff do not have academic freedom. Without tenure, any "offender" can be dealt with by not renewing her or his contract. Higher education cannot fulfill its mission to contribute to the advancement of knowledge when staff do not have academic freedom.

Privatization involves public institutions lessening their dependency on government, but also the rapid growth of private educational institutions. Globally, about 30 per cent of students are enrolled in private institutions and in some countries private education outstrips public options.

Speakers at the conference argued that escalating costs of research demand efficiencies best achieved through centralization and differentiation and there is a global trend toward more resources for a small number of elite research institutions while other schools concentrate on undergraduate education.

I went to the conference with little appreciation for the international landscape of post-secondary education. And many of these trends seem fairly remote — after all, Canadian higher education has been relatively untouched compared to the radical restructuring of the UK and Australian systems. At the same time, the forces at work are genuinely international. The international trends pose formidable challenges to the quality and accessibility of higher education and the integrity of the academic profession and to academic freedom, to which Canada is not immune.

The most recognizable Canadian trend is the expansion of precari-

ous work through casualized teaching across the spectrum of Canadian institutions. Although private post-secondary institutions have had only a minor role in Canada in recent years, a handful of universities have partnered with for-profit multinational companies like Navitas, which recruit and provide a transition program for international students and share their hefty tuition fees with host universities. Internationalization challenges us to ensure fair working conditions and academic freedom for academic staff at branch campuses of Canadian universities. We need to collaborate internationally to mitigate the damage to countries of the brain drain of top students and academic staff.

Post-secondary education in Canada is still relatively undifferentiated, with comprehensive universities and colleges in each province providing undergraduate and graduate education. But the emerging global trend is also clear. Research funding from granting councils, Canada Research Chairs and now the Canada Excellence Research Chairs program are concentrated in relatively few universities in the country.

Reporting on interviews with the presidents of the University of British Columbia, University of Alberta, University of Toronto, McGill University and the Université de

Montréal (Canada's largest universities, so called the G5) in the July 22 and July 28 issues of Macleans, Paul Wells describes their self-serving consensus that for Canada to be truly "world class," research resources must be concentrated among a few institutions, while other universities are reconfigured to become mainly undergraduate-oriented institutions.

Resisting the centralization, privatization and industrialization of higher education involves the defense of our own interests as teachers and researchers. But at the same time we must speak to the importance of diversity, warn about the risks of specializing and monopolizing the production of knowledge and turning undergraduate education into rote development of particular, measured skills. But we also have a responsibility internationally. We must develop a better understanding of our role in a rapidly privatizing global system and act nationally and internationally.

One strategy is to form international coalitions. CAUT recently became a signatory along with academic unions around the world to Challenging the Global Market in Education, an agreement that seeks to safeguard working conditions for academic staff in branch campuses and offshore programs. ■

LE MOT DE LA PRÉSIDENTE

L'explosion de la demande : une préoccupation globale

Par PENNI STEWART

La privatisation, la diversification et la précarisation sont trois tendances qui bouleversent actuellement le secteur de l'éducation supérieure à l'échelle mondiale. Voilà le constat qu'ont dressé les intervenants à la Conférence mondiale de l'UNESCO sur l'enseignement supérieur qui s'est tenue cet été à Paris. Ministres, chefs d'État et représentants de l'OCDE, de la Banque mondiale, d'ONG et de mouvements étudiants s'y sont réunis pour réfléchir sur l'état de l'enseignement supérieur dans le monde entier. Le directeur général associé de l'ACPPU, David Robinson, et moi faisons partie de la délégation de l'Internationale de l'Éducation.

Les conférenciers, tour à tour, nous ont rappelé que nous sommes au cœur d'une révolution motivée par une explosion de la demande d'éducation qui, amorcée il y a un demi-siècle en Amérique du Nord, a néanmoins continué de s'accroître ces dix dernières années en Inde, en Chine, en Asie de l'Est et

en Amérique latine. On compte à l'heure actuelle plus de 150 millions d'étudiants dans les établissements postsecondaires du monde entier, un chiffre en hausse de 53 % depuis l'an 2000.

Alors que la demande exponentielle d'éducation supérieure excède la capacité et la volonté d'investissement des gouvernements, ceux-ci réduisent le niveau de financement par étudiant, accentuent la différenciation des établissements d'enseignement selon leur statut et leur mandat et accroissent le recours à du personnel enseignant contractuel et à court terme. La privatisation fait son entrée à un moment où les établissements postsecondaires dans le monde entier sont en quête de ressources financières. La recherche de sources de financement extérieur pousse également ces institutions à recruter des étudiants étrangers et à implanter des campus satellites et des antennes délocalisées.

Pour l'Australie et les pays riches de l'Amérique du Nord et de l'Eu-

rope de l'Ouest, le recrutement international est une importante source de revenu, car cette forme de mondialisation se traduit par l'envoi à l'étranger de plus de 2,5 millions d'étudiants. Mais, dans le même temps, elle provoque un exode des enseignants qualifiés qui afflige les pays pauvres et en développement.

L'enseignement supérieur est sur le point de devenir l'une des professions les plus précaires dans le monde, touchée comme aucune autre, hormis peut-être le commerce de détail. Le personnel académique engagé à durée déterminée représente la majorité des enseignants du secteur postsecondaire dans de nombreux pays, cette proportion atteignant jusqu'à 80 % en Amérique latine. La précarisation de la profession a conduit à la dégradation des conditions de travail, à la détérioration des salaires et à l'affaiblissement des compétences du personnel académique.

Par ailleurs, ce qui est encore plus inquiétant, c'est que le personnel

académique sous contrat à durée déterminée ne bénéficie pas de la liberté académique. Ainsi, pour régler le cas d'un employé « en défaut » nommé à un poste sans titularisation, il suffit simplement de ne pas renouveler son contrat. L'enseignement supérieur ne peut remplir la mission qui lui incombe de contribuer au progrès de la connaissance si le personnel de ce secteur ne dispose pas de la liberté académique.

La privatisation est fondée sur l'idée d'une moindre dépendance des institutions publiques envers l'État, mais aussi d'une croissance rapide des établissements d'enseignement privés. De façon générale, les établissements privés recrutent environ 30 % des étudiants et, dans certains pays, les options offertes par le secteur de l'éducation privé l'emportent sur celles du secteur public.

Les orateurs de la conférence ont fait valoir que la recherche, en raison de ses coûts de plus en plus élevés, doit générer des gains d'ef-

ficiences réalisés au mieux par la centralisation et la différenciation, et que l'on observe à l'échelle mondiale une tendance à affecter davantage de ressources à un petit groupe d'établissements de recherche élitaires pendant que d'autres écoles se concentrent sur l'enseignement des programmes de premier cycle.

Je me suis rendue à la conférence de l'UNESCO sans véritablement a priori sur le paysage international de l'enseignement postsecondaire. Et bon nombre de ces tendances semblent passablement lointaines — après tout, l'éducation supérieure au Canada a été laissée relativement intacte par rapport à la restructuration radicale des systèmes opérée au Royaume-Uni et en Australie. Quoi qu'il en soit, les forces à l'œuvre sont authentiquement internationales. Les tendances internationales posent des défis de taille pour la qualité et l'accessibilité de l'éducation supérieure, l'intégrité de la profession

Voir L'EXPLOSION à la page A4 ➔

We're
setting
the pace

for important
health
research.



Dr. Jeff Vallance jogging in Edmonton, Alberta, Canada

It's happening at the Athabasca University Centre for Nursing and Health Studies.

- At Athabasca University, we're committed to research in a variety of important areas of study, including health research. One of our dedicated research team members is Dr. Jeff Vallance, assistant professor at AU's Centre for Nursing and Health Studies, and population health investigator for the Alberta Heritage Foundation for Medical Research.
- Dr. Vallance's research interests include studying the effects of physical activity on the health of breast cancer survivors. He recently received funding to conduct research exploring ways of facilitating physical activity and health outcomes in women receiving treatment for breast cancer in Southern Alberta.
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ACTUALITÉS

Les médecins réclament l'interdiction de l'amiante

Les médecins du Canada appellent le gouvernement fédéral à abandonner son soutien à l'industrie de l'amiante.

Lors de l'assemblée annuelle de l'Association médicale canadienne (AMC) tenue le mois dernier à Saskatoon, les médecins présents ont voté massivement en faveur d'une résolution demandant au gouvernement fédéral de mettre fin à son opposition à la désignation internationale de l'amiante chrysotile comme produit chimique dangereux, d'éliminer l'utilisation et l'exportation futures de l'amiante, et d'assurer la saine gestion de l'amiante actuellement en place, y compris les mesures correctives.

L'éditorial publié dans le numéro d'octobre 2008 du *Journal de l'Association médicale canadienne* déplorait que le gouvernement continue de subventionner l'Institut du chrysotile, un groupe de pression de l'industrie appelé auparavant l'Institut de l'amiante, et faisait observer que le Canada finançait les exportations d'amiante tout en refusant d'aider les pays en déve-

loppement à faire face aux retombées de l'exposition à cette substance, qui durent pendant des décennies.

« Il est inexplicable que le Canada exporte de l'amiante à des pays pauvres qui ne peuvent l'utiliser sans danger », s'indignaient les auteurs de l'éditorial.

Le Canada demeure l'un des principaux pays producteurs et exportateurs d'amiante au monde — l'amiante produite au Canada est exportée dans une proportion de 95 %, principalement dans des pays émergents où les mesures de sécurité sont médiocres, voire inexistantes.

L'utilisation et l'importation de l'amiante sont interdites dans la plupart des pays industrialisés, dont l'Union européenne, l'Australie, la Nouvelle-Zélande et le Royaume-Uni. L'Organisation mondiale de la santé a classé toutes les formes d'amiante dans les produits cancérogènes pour l'homme. ■

English on page A5.

L'explosion de la demande : une préoccupation globale

→ Suite de la PAGE A3

universitaire et la liberté académique, enjeux dont notre pays n'est pas à l'abri.

Au Canada, la tendance la plus manifeste est la précarisation croissante du personnel enseignant dans l'ensemble des établissements canadiens. Bien que les établissements postsecondaires privés n'aient joué qu'un rôle limité au Canada ces dernières années, un petit nombre d'universités ont formé des partenariats avec des sociétés multinationales à vocation commerciale telles que Navitas, qui offre un programme de transition à l'intention des étudiants étrangers de qui elle exige des droits d'inscription exorbitants qu'elle partage avec les universités hôtes. L'internationalisation nous pousse à faire en sorte que le personnel académique des campus satellites des universités canadiennes puisse jouir de conditions de travail justes et de la liberté académique. Nous devons collaborer à l'échelle internationale afin de limiter les répercussions de l'exode des meilleurs étudiants et enseignants qui affecte de nombreux pays.

Le régime canadien d'éducation postsecondaire est pour le moment relativement peu touché par la différenciation, toutes les provinces comptant des universités et des collèges qui offrent des programmes complets à tous les cycles. Mais la tendance mondiale émergente se profile également au Canada. Les fonds de recherche octroyés par les organismes subventionnaires, le Programme de chaires de recherche du Canada et maintenant le Programme des chaires d'excellence en recherche du Canada sont alloués à un nombre restreint d'universités au pays.

Dans les numéros des 22 et 28 juillet dernier du magazine *Maclean's*, le journaliste Paul Wells dé-

crit, à partir des entrevues menées avec les recteurs des cinq plus grandes universités canadiennes (Colombie-Britannique, Alberta, Toronto, McGill et Montréal — le groupe dit G5), comment ces derniers s'entendent de manière intéressée pour dire que le Canada doit absolument, s'il veut être « mondialement renommé », concentrer ses ressources de recherche dans quelques établissements et reconfigurer les autres universités de sorte qu'elles se consacrent principalement à l'enseignement au premier cycle.

Pour faire échec à la centralisation, à la privatisation et à l'industrialisation de l'éducation supérieure, il faut s'employer à défendre les intérêts qui nous sont propres en tant qu'enseignants et chercheurs, tout en considérant l'importance de la diversité et en mettant en garde contre les risques associés à la spécialisation et à la monopolisation de la production du savoir, et contre le danger de faire de l'enseignement dispensé au premier cycle un système d'apprentissage par cœur de compétences déterminées, mesurées. Mais nous avons également une responsabilité auprès de la communauté internationale. Nous devons mieux comprendre le rôle que nous devons jouer dans un système mondial qui se privatise rapidement, et nous devons agir tant sur le plan national qu'international.

La création de coalitions internationales est l'une des stratégies à privilégier. Dans ce sens, l'ACPPU est récemment devenue, avec d'autres syndicats de personnel académique du monde entier, signataire de la coalition *Challenging the Global Market in Education*, laquelle vise à protéger les conditions de travail du personnel académique des campus satellites et des antennes délocalisées. ■

NEWS ACTUALITÉS

Une conférence Israël-Palestine fait l'objet d'une commission d'enquête

L'ACPPU a annoncé la création d'une commission d'enquête sur les événements entourant la tenue, cet été, d'une conférence controversée sur les moyens de progresser vers la paix au Moyen-Orient.

Coparrainée par les universités Queen's et York dans le cadre des célébrations du 50^e anniversaire de l'Université York, la conférence a soulevé un tollé de protestations chez les groupes gouvernementaux pro-Israéliens. De plus, le ministre fédéral aux Sciences et à la Technologie est intervenu auprès de l'organisme subventionnaire fédéral qui avait octroyé des fonds pour la tenue de la conférence.

Jon Thompson, professeur émérite à l'Université du Nouveau-Brunswick et sommité canadienne en matière de liberté académique, a été chargé de conduire l'enquête. Il se penchera sur les problèmes liés à la liberté académique qui découlent de la conférence, sur le rôle des organismes subventionnaires fédéraux et sur la responsabilité qui incombe aux membres des communautés académiques de protéger le débat de sujets controversés au sein des universités et des collèges.

La commission Thompson est investie du mandat suivant : déterminer si les actions des dirigeants

de l'Université York, du Conseil de recherches en sciences humaines et d'autres parties ont porté atteinte à la liberté académique des organisateurs de la conférence et à l'intégrité du travail éducatif; dégager des conclusions sur le processus entourant l'organisation de cette conférence, particulièrement en qui a trait à la vulnérabilité de la liberté académique et à l'intégrité du travail éducatif; formuler des recommandations sur les politiques et les procédures qui permettront de protéger la liberté académique et l'intégrité du travail éducatif.

Dans le cadre de l'enquête, M. Thompson invite les parties intéressées à lui adresser des opinions et des observations écrites sur les questions visées par le mandat de la commission. Les documents doivent être transmis à Jon Thompson, a/s de l'ACPPU, 2705, promenade Queensview, Ottawa (Ontario), K2B 8K2, ou bien être communiqués par voie électronique à l'adresse thompson@caut.ca ou par télécopieur au numéro 613-820-7244.

Le professeur Thompson devra remettre ses conclusions d'ici le 30 novembre 2009. L'ACPPU publiera ensuite le rapport d'enquête. ■

English on page A6.

Canadian MDs Call for Ban on Asbestos Use & Exports

CANADIAN doctors have called for the federal government to end its support for the asbestos industry.

Doctors attending the Canadian Medical Association's annual meeting in Saskatoon last month voted overwhelmingly for the federal government to end its opposition to the international designation of chrysotile asbestos as a hazardous chemical, eliminate the use and export of asbestos, and support the proper management of asbestos, including remediation.

An October 2008 editorial in the Canadian Medical Association Journal criticized the government's ongoing support for the Chrysotile Institute, an industry lobby group formerly called the Asbestos Institute, pointing out that Canada is backing exports, while refusing to help developing countries deal with the decades-long aftermath of asbestos exposure.

"For Canada to export asbestos to poor countries that lack the capacity to use it safely is inexplicable," the editorial said.

Canada continues to be one of the world's leading producers and exporters of asbestos — 95 per cent of the asbestos produced in Canada is for export, mostly to emerging nations, where there are poor, if any safeguards in place.



An asbestos mine in Thetford Mines, the Quebec-based, major world source of chrysotile asbestos.

The use or import of asbestos has been banned in most developed countries including the European Union, Australia, New Zealand and the UK. The World

Health Organization has classified all forms of asbestos as human carcinogens. ■

Version française à la page A4.

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Inquiry to Examine Israel-Palestine Conference

CAUT has announced a commission of inquiry into events surrounding a controversial conference this summer on paths to peace in the Middle East.

Co-sponsored by Queen's University and York University as part of York's 50th anniversary celebrations, the conference drew the ire of pro-Israeli government groups and the federal Minister of Science and Technology intervened with

the federal granting agency partner that awarded money for the event.

Jon Thompson, professor emeritus at the University of New Brunswick and one of Canada's leading authorities on academic freedom, will conduct the inquiry. He will examine issues arising from the conference related to academic freedom, the role of federal granting councils, and the responsibilities

of members of academic communities for protecting the discussion of controversial topics on university and college campuses.

Thompson's terms of reference are to: (1) examine whether the academic freedom of the event organizers and the integrity of educational work were threatened by the actions of the York administration, the Social Sciences and Humanities Research Council of Canada, and

others; (2) draw conclusions from the experiences of this conference about the vulnerability of academic freedom and the integrity of educational work; and, (3) make recommendations on policies and procedures that will safeguard academic freedom and the integrity of educational work.

As part of the inquiry process, Thompson is inviting interested parties to make written submissions

addressing the terms of reference. Comments should be sent to Jon Thompson, c/o CAUT, 2705 Queensview Drive, Ottawa, ON K2B 8K2, or can be made by e-mail to thompson@caut.ca, or faxed to 613-820-7244.

Thompson is expected to submit his findings by Nov. 30, and CAUT will publish his report. ■

Version française à la page A5.

Back to Class: A Cross Country View / La situation pour la population étudiante



British Columbia Colombie-Britannique

This summer the B.C. government cut \$16 million, or almost 14 per cent, from its student aid budget, meaning students who can't afford to repay their student loans, or who are disabled and can't work, will no longer be eligible to have their loans forgiven. The cuts eliminate the Permanent Disability Benefits, Debt Reduction in Repayment, BC Loan Reduction for Residential Care Aid and Home Support Worker, and the Health Care Bursary. The province's Early Childhood Educator Loan Assistance program is under review and the Repayment Assistance program is delayed. The cuts also eliminate the Premier's Excellence Award that provided scholarships to high school students graduating with top marks. The government has also refused to freeze tuition fees, but has capped increases at 2 per cent.

Cet été, le gouvernement de la Colombie-Britannique a réduit de 16 millions de dollars, soit de presque 14 %, l'aide financière à sa population étudiante, ce qui signifie que les personnes incapables de travailler en raison d'une invalidité ou de rembourser leurs dettes d'études ne pourront plus bénéficier d'une radiation de ces dernières. La disposition du Programme de prêts aux étudiants applicable aux personnes ayant une invalidité permanente, la réduction de la dette en cours de remboursement, l'allègement provincial de la dette pour les aides soignantes et aides soignants en établissement, les programmes pour les aides de maintien à domicile et la bourse d'études en soins de la santé ont également été réduits. Le programme provincial de prêts pour les éducatrices et éducateurs de la petite enfance fait actuellement l'objet d'un réexamen et l'aide au remboursement est reportée. En outre, le gouvernement cesse de remettre les prix d'excellence du premier ministre, qui consistent en bourses octroyées aux diplômés du secondaire ayant un dossier scolaire remarquable. Il a aussi refusé de geler les droits d'augmentation à 2 %.

Alberta

Officials in Alberta are reporting that record numbers of students are turning to loans, grants and bursaries to finance their education at universities and colleges this fall. The government has capped tuition fee increases to the rate of inflation, meaning an increase of more than 4 per cent for the coming academic year.

Les autorités de la province signalent qu'un nombre record d'étudiants ont recours aux prêts, aux subventions et aux bourses pour financer leurs études collégiales et universitaires cet automne. Le gouvernement a lié l'augmentation des droits de scolarité au taux d'inflation, ce qui signifie une hausse de plus de 4 % pour la prochaine année scolaire.

Saskatchewan

After a five-year tuition fee freeze, the provincial government announced in the spring that universities could raise fees up to 3 per cent.

Après un gel des droits de scolarité de cinq ans, le gouvernement de la province a annoncé, au printemps dernier, que les universités pourraient augmenter leurs droits de 3 %.

Manitoba

The Manitoba government announced this spring it was ending a decade-long tuition fee freeze and would allow the province's universities to increase tuition fees by 4.5 per cent and colleges to increase fees by \$100.

Au printemps dernier, la Province a annoncé qu'elle mettait fin à un gel de 10 ans des droits de scolarité et qu'elle autoriserait les universités à augmenter leurs frais de 4,5 % et les collèges, de 100 \$.

Ontario

In Ontario, tuition fees can be increased by 4.5 per cent for first-year students, and 4 per cent for continuing students. Fees in graduate and professional programs can increase by up to 8 per cent for students in their first year and 4 per cent for students in continuing years.

Les droits de scolarité peuvent être haussés de 4,5 % pour les étudiants de première année et de 4 % pour ceux des années subséquentes. Quant aux droits applicables aux programmes d'études supérieures et de formation professionnelle, ils pourraient subir une hausse allant jusqu'à 8 % pour la première année d'études et à 4 % pour les suivantes.

Québec

The Quebec government ended a 12-year tuition freeze in 2007 with a fee increase of \$50 per semester, or \$100 per year. International students are bearing the brunt of new changes, however. In 2008 the government deregulated fees for international students in business, engineering, medicine, science, mathematics and computer science. Student groups worry this will expand to all areas of study for international students.

En 2007, le gouvernement a mis fin à un gel des droits de scolarité qui durait depuis douze ans et les a augmentés de 50 \$ par trimestre, ou de 100 \$ par année. Ce sont cependant les étudiants étrangers qui sont les plus durement touchés par cette mesure : en 2008, le gouvernement a déréglé les droits de scolarité pour ceux inscrits en affaires, en génie, en médecine, en sciences, en mathématiques et en informatique. Les fédérations étudiantes craignent que ce dégel ne s'étende à la population étudiante étrangère de toutes les disciplines.

Aboriginal Students

Étudiants autochtones

Rising tuition fees have placed an increased burden on Aboriginal students across the country, a situation made worse because funding for these students, provided to band councils through the Post-Secondary Student Support Program, has remained flat with increases capped at just 2 per cent a year. This fails to keep pace with the rate of inflation, let alone increasing numbers of Aboriginal students or tuition fee hikes.

La hausse des droits de scolarité a alourdi le fardeau de tous les étudiants autochtones au pays, situation aggravée par le fait que les fonds qui leur sont accordés par l'entremise des conseils de bande dans le cadre du Programme d'aide aux étudiants de niveau postsecondaire sont demeurés limités à une croissance annuelle maximale d'à peine 2 %. Un accroissement aussi faible ne suit pas le rythme de l'inflation, et encore moins l'augmentation de la population étudiante autochtone et la montée en flèche des droits de scolarité.

New Brunswick

Nouveau-Brunswick

Tuition fees are frozen, but ancillary fees have tripled since last year at the University of New Brunswick.

Les droits de scolarité sont gelés, mais les frais accessoires ont triplé depuis l'année dernière à l'Université du Nouveau-Brunswick.

Nova Scotia

Nouvelle-Écosse

A tuition fee freeze is in place, but students continue to pay the highest average tuition fees in the country. Average undergraduate tuition and compulsory fees in the province sit at almost \$6,500 a year.

Bien que le gel des droits de scolarité soit toujours en vigueur, la moyenne des frais, soit près de 6 500 \$ par année pour un programme de premier cycle, demeure la plus élevée au pays.

Prince Edward Island

Ile-du-Prince-Édouard

In Prince Edward Island, tuition fees are increasing 4 per cent for domestic students and 9 per cent for international students.

Les droits de scolarité ont augmenté de 4 % pour la population étudiante canadienne et de 9 % pour celle venant de l'étranger.

Newfoundland & Labrador

Terre-Neuve-et-Labrador

The Newfoundland and Labrador government has maintained a tuition fee freeze, eliminated interest on student loans, and increased funding for up-front grants for the 2009-2010 year.

Le gouvernement provincial a maintenu le gel des frais de scolarité, réduit à zéro les taux d'intérêt sur les prêts étudiants et augmente le financement sous forme de bourses immédiates pour l'année 2009-2010.

A Bleak Outlook for Students

➔ From PAGE A1

average fees at almost \$5,000 a year. The tuition situation will take a turn for the worse, Giroux-Bougard said, as most provinces will be increasing tuition fees this fall.

"By increasing tuition fees in a time of economic crisis, provincial governments are failing students, and, despite the recession and a dismal job market, the federal government has failed to increase funding for student financial aid and take action to reduce tuition fees," she said. "By not moving to reduce students debt government has ignored an essential part of economic recovery." ■

Sombres perspectives pour la population étudiante

➔ Suite de la PAGE A1

selon Mme Giroux-Bougard, la situation ne manquera pas de s'aggraver cet automne lorsque la plupart des provinces hausseront leurs droits de scolarité.

« En augmentant les droits de scolarité en période de crise économique, les gouvernements provinciaux laissent tomber les étudiants », déclare-t-elle. « Quant au gouvernement fédéral, malgré la récession et la morosité du marché de l'emploi, il n'a pas accru l'aide financière aux étudiants ni pris les mesures nécessaires pour réduire les droits de scolarité. »

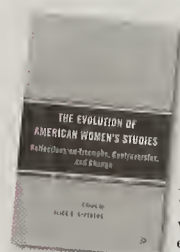
« Le gouvernement néglige un élément essentiel à la relance économique en refusant de freiner l'endettement de sa population étudiante », a ajouté la présidente de la FCEE. ■

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The Evolution of American Women's Studies: Reflections on Triumphs, Controversies and Change

Alice E. Ginsberg, ed. New York, NY: Palgrave Macmillan Ltd, 2008; 256 pp; ISBN: 978-0-230-60579-4, hardcover \$80 US.

This book offers reflections by well-known women's studies scholars, tracing their diverse experiences in the classroom and in the university over a 40-year span. The field of women's studies has changed dramatically since its first introduction into the university. The essays in this volume address questions that have been raised about women's studies over the years, including whether women's studies should be considered a "discipline" given its inherently interdisciplinary nature; how to address differences between and among women and what is the role of males in the study of gender, among many others.



Doctoral Education and the Faculty of the Future

Ronald G. Ehrenberg & Charlotte V. Kuh, eds. Ithaca, NY: Cornell University Press, 2008; 320 pp; ISBN: 978-0-8014-4543-9, cloth \$35 US.

American colleges and universities simultaneously face large numbers of faculty retirements and expanding enrollments. Budget constraints have led colleges and universities to substitute part-time and full-time non-tenure-track faculty for tenure-track faculty, and the demand for faculty members will likely be high in the decade ahead. This heightened demand is coming at a time when the share of American college graduates who go on for PhD study is far below its historic high. The declining interest of American students in doctoral programs is due to many factors, including long completion times, the high cost of doctoral education, and the decline in the share of faculty positions that are tenured or on the tenure track. In short, doctoral education is in crisis because the impediments are many and the rewards are few; students often choose instead to enroll in professional programs that result in more marketable credentials. In *Doctoral Education and the Faculty of the Future*, scientists, social scientists, academic administrators and policy-makers describe their efforts to increase and improve the supply of future faculty. They cover topics ranging from increasing undergraduate interest in doctoral study to improving the doctoral experience and the participation of underrepresented groups in doctoral education.

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Much to Learn from US Study

For the Common Good: Principles of American Academic Freedom

Matthew W. Finkin & Robert C. Post. New Haven, CT: Yale University Press, 2009; 263 pp; ISBN: 9780300143546, cloth \$27.50 US.

By DONALD SAVAGE



THIS is a lucid and concise account of the evolution of the idea and practice of academic freedom in the United States over the last century. The book is grounded on the seminal statements on academic freedom of the American Association of University Professors in 1915 and 1940 as well as on specific cases from the AAUP files since 1915. The authors discuss the application of these principles in a series of chapters on specific areas — freedom of research and publication, freedom of teaching, freedom of intramural and extramural expression, and professional responsibility. They note controversies and difficulties along the way.

They argue that academic freedom provides "the liberty necessary to advance knowledge, which is the liberty to practice the scholarly profession," and that such independence, therefore, allows the university to function as it should for the common good. They quite specifically do not treat academic freedom as a synonym for the First Amendment that applies to the ac-

tions of government, but rather see it as a construct of the academic community to ensure independent scholarship and professional integrity.

They note that from the beginning AAUP rejected the view that academics were employees like any other and could, according to 19th century employment doctrine, be dismissed without cause by their employers. Instead they should be regarded as having a key role in the development of the educational policies of the academic enterprise. This then is the justification for intramural academic freedom.

The authors do not, however, regard academic freedom as an absolute right to say anything or do anything a faculty member wishes because the very existence of the university requires judgments on the quality of teaching, research and publications, and these cannot be eliminated by appeals to academic freedom.

The authors recognize there are a variety of procedures such as tenure designed to protect academic freedom but they don't deal with these, instead insisting

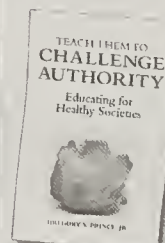
See FOR THE COMMON GOOD Page AB →

The Politics of Engagement

Teach Them to Challenge Authority: Educating for Healthy Societies

Gregory S. Prince Jr. New York, NY & London, UK: Continuum, 2008; 256 pp; ISBN: 9780826491381, cloth \$26.95 US.

By OENNIS DESROCHES



THIS book belongs to that species of reflection on the state of the university found most commonly among retired university presidents, whose experience, they intuit, makes them experts on the broader ideological, philosophical and moral questions facing tertiary education. Such texts can, in fact, be valuable for a number of reasons, although not exclusively for the reasons their authors suppose. This is also true of Prince's book.

Prince uses his experiences as president of Hampshire College, an elite New England liberal arts college, to speak out against the creeping "neutrality" of neo-conservative calls for greater discipline for "liberal" faculty, a largely American problem that, nevertheless, is not without relevance to Canadian academics.

He argues for an "engaged" university, one which seeks explicitly to model the behaviour it wants to reproduce in its students, over against the neo-conservative desire to compel professors to simply dispense information "neutrally," thereby creating a context in which a student can "decide for herself" the merits of a particular intellectual position. Put otherwise, the neo-conservative position believes students best learn to think for themselves when professors avoid thinking at all. So Prince is right to point out the contradiction at the heart of the neo-conservative project, that is, that this desire for a "neutral," non-ideological professoriate is itself an ideological position.

His rejection of this position includes fascinating case studies on the institution of conceptually progressive, even risky, new universities in South Africa, Belarus, Bangladesh, Singapore and Bulgaria. These model for Prince the necessity for universities and their students to engage their local politics of intellectual life — the very ability to undertake intellectual critique being something, he rightly notes, we in North Ame-

rica too often take for granted.

But there are significant problems with the text, both rhetorically and conceptually, and these have to do with an unauthorized attempt to speak to the question of institutional authority in the academy. Prince wants students to challenge authority, but to do so both "appropriately" and "constructively." These two words are repeated so many times — "constructive" is repeated five times on pages 35 and 36 alone — that they are enervated to the point of cliché.

The result of deploying such terms without theoretical referent is that Prince can call for the challenge to authority without ever asking the question of what it might mean to challenge an authoritative interpretation of what is appropriate or constructive (one cannot help but wish Prince had some passing familiarity with Althusser on this, or with Foucault or Žižek).

As a result, his rhetoric allows him to infantilize students precisely by claiming to treat them as adults — to treat one as an adult is to acknowledge in the simile that one is not an adult, so that on page 37, for instance, we see Prince explicitly analogizing the professor-student relationship as that of a parent to a child. Such thinking threatens the very nature of a university classroom, which must avoid this kind of infantilism at all costs.

And the fact of the matter is that aligning critical thinking with a moral responsibility to be constructive and appropriate, as Prince does, ignores — even prohibits — the possibility that any challenge to authority worthy of the name is by definition inappropriate and largely destructive. This is true particularly when the authority in question is responsible for determining the limits of propriety in advance.

Prince attempts to determine those limits, with what he calls the "Principles of Discourse," seven guiding principles for any act of confrontation. (p. 17) It's true

See TEACH THEM TO CHALLENGE AUTHORITY Page AB →

For the Common Good

→ From PAGE A7

on discussing the fundamental values that make up academic freedom. That leads to a discussion of how the university ought to govern and manage itself in the areas noted above. Fortunately for those who want more, Finkin published *The Case for Tenure* [1996], which deals with one of the important procedural safeguards for academic freedom.

Another procedural safeguard not discussed by the authors is collective bargaining. This is a bit surprising because Finkin is director of the program in comparative labour law and employment law and policy at the University of Illinois, and a glance at his CV shows a wide variety of significant publications in labour law. The authors would presumably take the same view as they did with tenure, namely that it is important to know the principles and values one wants to defend before discussing various modalities for doing so, such as collective bargaining. The use of collective agreements explicitly as a device for the defence of academic freedom is a road CAUT travelled earlier than AAUP.

The authors were motivated, in part, by the current climate of attacks in the U.S. on the university and on its faculty that go hand in hand with demands for legislative review and control. They note two in particular. One is the current right-wing mantra that most academics are liberals, atheists or socialists and, therefore, should be required by law to provide equal time for other views.

This goes hand in hand with the view that liberal faculty create a hostile educational climate for conservative and religious students who need the protection of the state — an odd position for those who would on principle favour the withering away of the state since legislative oversight would inevitably require a bureaucracy which would have to decide which were acceptable and un-

acceptable subjects for teaching. "All too often," the authors note, "a 'hostile educational environment' may merely be one in which faculty have not allowed students to rest complacently and comfortably with their beliefs." They point out that this is not an entirely new problem since "...Josiah Royce noted more than a century ago (1883) such constraints would suppress education in the classroom, for no instructor could ever know 'when he will be accused of atheism for having mentioned in his classroom Voltaire, without warning his pupils against Voltaire's books'."

These attacks go hand in hand with demands that the faculty be responsible (i.e., tone down their views) and exercise restraint (i.e., self-censorship) so that they do not offend the general public or powerful figures in the government or the community. The authors note the founders of AAUP were particularly concerned about the tyranny of public opinion and of enforced public pieties whether secular or religious.

They deal head on with the view of some boards of governors that they should be able to sanction faculty for extramural speech, particularly political analysis, which the trustees consider harmful to the brand name of their university or offensive to the funders of the university whether public or private. They do not take the easy way out and say solely that faculty are citizens like everyone else and should have the same rights.

In fact they note that most American workers do not have the rights claimed by faculty despite a line of political thinking in America that suggests they should. They take the view that, in the university, freedom is indivisible and that successful attacks on the extramural speech of faculty inevitably lessen freedom of teaching and research.

Why should Canadian readers be interested in a discussion of academic freedom in the U.S.? The founders of CAUT were strongly

influenced by the 1940 Statement of the AAUP and by AAUP procedures as well as by academic and political events in the U.S. Quite early on, however, CAUT showed some differences, notably in the case of religious universities and colleges.

For a long time AAUP hesitated about whether or not its principles of academic freedom should apply equally in religious as well as secular institutions. Nowadays it says that they do. CAUT was forced by the events at United College in the Crowe case to face up to that problem at an early date although the question has by no means gone away as events at Trinity Western University suggest.

Furthermore Canada is seeing exactly the same sorts of attacks on university faculty as in the U.S. We need to work together with AAUP to ensure the principles of academic freedom are well understood and vigorously defended on both sides of the border — free trade in freedom. Ensuring this book is read by all those who have to deal with the application of academic freedom in the university would be a good start.

The book is a delight to read, with many interesting case examples, along with splendid footnotes. It is particularly useful in how it shows the evolution of the idea of academic freedom and its application. It includes as appendices excerpts from the 1915 and 1940 AAUP statements. The authors are distinguished professors of law and holders of chairs in their home institutions, namely the University of Illinois at Urbana-Champaign and Yale. Post has recently become dean of law at Yale. Finkin has acted as general counsel for AAUP as well as, in the 1980s, chair of its Committee on Academic Freedom and Tenure. ■

Donald Savage is a consultant in higher education, former executive director of CAUT and a retired professor of history.

Trinity Western Added to CAUT's Faith Test List

TRINITY Western University has been added to CAUT's list of universities and colleges that have a faith or ideological test as a condition of employment. The action follows a detailed investigation by professors William Bruneau of the University of British Columbia and Tom Friedman of Thompson Rivers University and approval by CAUT's Academic Freedom and Tenure Committee.

Created under CAUT's Procedures in Academic Freedom Cases Involving Allegations of Requirements of an Ideological or Faith Test as a Condition of Employment, the Bruneau-Friedman committee reported that "TWU's Statement of Faith, its Responsibilities of Membership statement and the university's policy on academic freedom allow for unwarranted and unacceptable constraints on academic freedom."

The report added that "this is specifically affirmed in TWU's statement of academic freedom that it recognizes academic freedom only from a 'stated perspective' — 'within parameters consistent with the confessional basis of the constituency to which the University is responsible'."

Bruneau and Friedman found that academic staff at TWU are well-qualified academics, carrying out programmes of post-secondary education at standards approved

by relevant provincial and national authorities. They also found that academic administrators and staff accept appointments at TWU partly because it is a university, but also because in agreeing to come to TWU, they know they will be working with colleagues in a community of practising fundamentalist Christians.

"This is not about whether or not a university has a religious mission," said CAUT executive director James Turk. "The report makes it quite clear that many Canadian Christian institutions of post-secondary education assert their religious character, yet welcome applications by persons who hold no religious views, or who hold religious views at variance with those that guide the institution. But unlike Trinity Western, they do not pursue their mission by trying to create a religiously homogenous community."

Turk said CAUT has investigatory committees examining the situations at Canadian Mennonite University in Winnipeg and Atlantic Baptist University, recently renamed Crandall University, in Moncton, where similar concerns have been brought to CAUT's attention. ■

ON THE NET

The full report on Trinity Western University is available at www.caut.ca/uploads/TWU_Report.pdf.

Teach Them to Challenge Authority

→ From PAGE A7

they all have at their heart the idea that knowledge is best produced, and change is best effected, when we are civil to each other. It's an idea I believe in. But it's rarely true on the ground, and the fact remains that Prince's own experiences, as narrated throughout the book, attest precisely to the failure of this ultimately sentimental position.

For example, "principle seven" says the end never justifies the means (cliches are the inevitable result of his sentimentality). And yet, at least twice in the book, and seemingly without being aware of it, Prince narrates moments in the life of Hampshire College where students act "inappropriately," but manage to get their way nonetheless; that is, where ends do indeed justify the means. In these examples, he unconsciously paints the board of trustees as haplessly bullied into accepting students' demands despite the "destructive" means used to attain them.

It's also notable that while one of the "principles" includes language about refusing to participate in personal attacks, that language is conspicuously absent in an open letter he pens to his college community where he cites those principles. Instead, he chooses to aggressively personalize his response to the "inappropriate," and specifically anonymous, behaviours of some students around the 9/11 attacks. (p. 94)

In effect, his letter dramatizes precisely why it is still sometimes necessary to preserve anonymity in the face of authority. For these students, acting out against the U.S. response to the 9/11 attacks was not simply a challenge to authority, but a challenge to an interpretation of propriety, of what an appropriate response to the attacks might be — not an easy thing to do in the climate that prevailed in the days, weeks and months following the attacks. His vaguely threatening letter is perhaps the best evidence of how he misconstrues the nature of the authority he possesses as college president.

So it's a curious, at times moody, book. There is wisdom here, thoroughly anecdotal as it may be. And it is valuable for its international outlook. But it lacks the self-reflection it claims to want to instill in students. And the sentimentality of its arguments for teaching students to challenge authority fails to address crucial ideological and philosophical questions about the nature of institutional authority itself.

In the end, I think this book will reward reading, but not always for the reasons the author had in mind. ■

Dennis Desroches is associate professor of literary theory at St. Thomas University in Fredericton, a past president of the Faculty Association of the University of St. Thomas and vice president of the Federation of New Brunswick Faculty Associations.

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 CAUT

NEWS ACTUALITÉS

Acadia University Agrees to Resolve Wightman Case through Arbitration

WITH the assistance of mediator Bruce Outhouse, Acadia University and CAUT reached an agreement in the case of Dr. Colin Wightman — whose termination by Acadia had prompted CAUT to start censure proceedings against the university.

Acadia and CAUT agreed that the issue of whether there was just cause for Wightman's termination in September 2007 will be referred to an arbitration board that will have all the powers and authority of an arbitrator appointed pursuant to the Trade Union Act and the Arbitration Act.

It was also agreed the arbitration board would have full remedial authority, including the power to order reinstatement or substitute a lesser penalty or other remedy if it finds Wightman was dismissed without just cause.

Wightman and Acadia agreed that pending legal action would be dismissed by consent order.

For its part, CAUT agreed to recommend to CAUT Council



that consideration of censure against Acadia be terminated,

regardless of the outcome of the arbitration.

The arbitration hearing is scheduled for mid-November. ■

CAUT Releases Peer Review Q&A Brochure

A FREE guide to serving on peer review committees is now available to academic staff.

"What is Fair? Q&A on Procedures and Standards in Peer Review," developed by CAUT's Academic Freedom & Tenure Committee, addresses the primary aspects of proper peer review, such as integrity of the process, conflict of interest and composition of committees.

According to CAUT president Penni Stewart, the brochure represents an important step in helping to ensure academic decisions about scholarship review, tenure and promotion are fair, sound, equitable, and follow generally accepted guidelines.

"The document deals with these issues generally, and is intended to augment specific advice peer reviewers may receive from their local associations based on the institution's specific policies and procedures," Stewart said.

"Peer review affects our careers. We hope this brochure will prove useful to our members." ■



What is Fair? is available as a PDF download on the CAUT web site. Member associations can contact the CAUT office to place a bulk order.

CAUT Budget Brief: Increase Outlay for Research & Improve Accessibility

CAUT is calling on the federal government's 2010 budget to increase funding for the three granting councils and for better accessibility to post-secondary education.

In its submission ahead of the Finance Committee's pre-budget consultations, CAUT called for an investment of \$1 billion over the next two years for the three granting councils to support untargeted, peer-reviewed basic research.

"The government's mandated 'strategic review' of the granting councils led to nearly \$148 million in funding cuts for basic research, and we can't overstate the devastating impact this is having," said

CAUT president Penni Stewart. "The contrast between what's happened here and what's happened in the U.S. is stark, and as a result, we have lost and will continue to lose top researchers unless the federal government gets it right in the next budget."

Also included in CAUT's brief is a call for the government to increase the cash transfers for postsecondary education by \$400 million in the next budget, and over the next three years to raise and maintain the transfer at 0.5 per cent of GDP.

In light of the current economic situation, CAUT also stressed the need for an expansion of the Canada Student Grant Program to pro-

vide additional assistance for students from low-income families and the provision of full financial assistance for all qualified Aboriginal students.

"Many students are struggling just to survive and afford their education," Stewart said. "Tuition fees are at an all time high because of chronic underfunding of universities and colleges. Need based grants and scholarships are being cut and students are increasingly forced to rely on student loans to finance their education. Accessible, affordable education continues to be a significant problem compounded by record levels of student unemployment, skyrocketing student

debt, and inadequate student assistance at a time when Canadians want more educational opportunities for themselves and their children."

CAUT continues to call for a Post-Secondary Education Act that outlines clear responsibilities and expectations for the federal and provincial/territorial governments, establishes pan-Canadian guidelines and principles, enacts enforcement mechanisms and determines long-term and stable funding formulae. ■

ON THE NET
CAUT's brief to the committee is available at www.caut.ca/uploads/2010_Financebrief.pdf

Mémoire prébudgétaire : augmenter les fonds de recherche et améliorer l'accessibilité à l'EPS

DANS son mémoire prébudgétaire 2010 présenté au Comité permanent des finances, l'ACPPU recommande au gouvernement fédéral d'augmenter le financement octroyé aux trois conseils subventionnaires et de rendre les études postsecondaires plus accessibles.

L'ACPPU réclame un investissement d'un milliard de dollars à répartir entre les trois conseils au cours des deux prochaines années afin de soutenir de façon non ciblée la recherche fondamentale approuvée par des pairs.

« L'examen stratégique » obligatoire des organismes subventionnaires par le gouvernement a conduit à une réduction de près de 148 millions de dollars des fonds accordés à la recherche fondamentale, ce qui a des effets nettement dévastateurs », a déclaré la présidente

de l'ACPPU, Penni Stewart. « La situation qui se présente ici contraste carrément avec celle des États-Unis. En conséquence, nous avons déjà perdu d'éminents chercheurs et nous continuerons à les voir partir si le gouvernement fédéral ne remédie pas à ce problème dès le prochain budget. »

Le mémoire de l'ACPPU demande aussi au gouvernement d'augmenter de 400 millions de dollars dans le prochain budget le montant alloué aux transferts de fonds destinés à l'enseignement postsecondaire, ainsi que d'accroître cette enveloppe et de la maintenir à 0,5 % du PIB pendant les trois prochaines années.

L'ACPPU a également souligné que dans la conjoncture économique actuelle, il est nécessaire d'élargir le Programme canadien de sub-

ventions aux étudiants afin d'offrir une aide accrue aux étudiants des familles à faible revenu et toute l'assistance financière nécessaire à tous les étudiants autochtones admissibles.

« Les étudiants sont nombreux à devoir se battre pour pouvoir survivre et payer leurs études », a indiqué Mme Stewart. « Les droits de scolarité n'ont jamais été aussi élevés en raison du sous-financement chronique dont souffrent les universités et les collèges. Les bourses et subventions accordées en fonction des besoins financiers sont réduites, et les étudiants sont de plus en plus contraints de recourir à des prêts pour financer leurs études. L'éducation accessible et abordable demeure un problème important exacerbé par un taux de chômage record chez les étudiants, par la montée en flèche

de la dette étudiante et par l'insuffisance de l'aide financière aux étudiants, et ce, à un moment où les Canadiens veulent plus de possibilités d'apprentissage pour eux-mêmes et leurs enfants. »

L'ACPPU continue de réclamer une loi sur l'enseignement postsecondaire qui énoncerait clairement les responsabilités des gouvernements fédéral, provinciaux et territoriaux ainsi que les attentes à leur égard, établirait des normes et des principes pancanadiens, promulguerait des mécanismes de mise en application et fixerait des formules de financement stable à long terme. ■

SUR INTERNET
Le mémoire de l'ACPPU présenté au comité des finances peut être consulté à l'adresse www.caut.ca/uploads/2010_Financebrief.pdf

Measuring the Unmeasurable in the Humanities

➔ From PAGE A13

challenging texts?," we can probably only answer "maybe" — it depends on whether you think that a life including such texts is better than one without.

We humanists start from the conviction that the examined life is better than the unexamined life, even if it is more difficult and painful. We think that this is all we can offer: an examined life. How can we assess such a thing? What is its impact? It depends. Come back and talk to us again in 50 years. ■

Michael Bérubé is the Paterno Family professor in literature at Pennsylvania State University.

This article first appeared in the 30 July 2009 edition of *Times Higher Education*. Reprinted with permission.

The views expressed are those of the author and not necessarily CAUT.

COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to postsecondary education. Articles should not deal with personal grievance cases nor with purely local issues. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

Carleton Student Wins Reid Fellowship

KEVIN Walby, a doctoral student in sociology at Carleton University, has been awarded CAUT's Stewart Reid fellowship.

Walby graduated from the University of Saskatchewan with a bachelor of arts (Hons), earned a post-graduate sociology degree from the University of Victoria, and in 2006 went to the European Consortium for Political Research summer school, otherwise known as the "research methods summer camp."

Contributing to the sociology of sexuality, his doctoral dissertation research explores the working lives of 30 male-for-male internet escorts in Montreal, Ottawa, Toronto (Canada), Houston and New York (USA), as well as London (England). His ambition is to have his research papers published as a book with a Canadian university press.

His current research interests include surveillance and urban governance and he has published 30 peer-reviewed articles, book chapters and review essays, as well as authored numerous other papers, reports and book reviews.

In addition to his contributions to Canadian sociology, Walby serves as the prisoners' struggles editor as well as the outreach/advocacy coordinator for the Ottawa-based Journal of Prisoners on Prisons, a peer-reviewed, nonprofit publication about prison issues that is mostly written by prisoners. He is also a member of Books2Prisoners Ottawa.

He has received a number of scholarships, awards and honours over his student years, including



Kevin Walby

the Queen's Fellowship from the Social Sciences and Humanities Research Council of Canada, and hopes to take up a career at a Canadian university.

Walby was selected for the fellowship by a three-member application review committee, which this year included Françoise Naudillon, a professor with the French department at Concordia University, Queen's University biology professor Ken Ko and Chris Ferns, a professor of English at Mount Saint Vincent University. ■

CAUT established the annual J.H. Stewart Reid Memorial Fellowship more than 40 years ago to honour the memory of its first executive secretary. The program invites applications from students of exceptional academic standing in doctoral programs at Canadian universities. Stewart Reid Fellows receive \$5,000 for one academic year of study.

Freedom of Inquiry Seems Always in Jeopardy

→ From PAGE A13

Center for Middle East Studies at Brandeis University, returned to the West Bank in 1986 after being away for several years. He sensed dramatic political change, but had no empirical sources to document this transformation. So he decided to do a survey that would examine the changes in the society among Palestinian students.

To Shikaki it was clear that conservative ideas were becoming a serious threat to the more liberal, secular ideas of the nationalists. The Israelis forbid his research, denying themselves information that might have prevented their miscalculation of what was happening in the 1980s in Palestinian universities and beyond.

When the Palestinian Authority was established, Shikaki's research spread to perceived corruption within the PA. He used to send the late Palestinian leader Yasser Arafat a summary of his findings after every survey he conducted. "He (Arafat) asked me to do that. And in general, his response was positive. But once I zeroed in on the question of corruption, he didn't like it."

"In one of my surveys I was very critical, pointing out in the summary that I sent him, the great damage that I thought corruption was doing or perception of corruption was doing to him and to the state building process. Two hours later my own fax came back to me from his office with his own handwriting over it. And he wrote: 'Knowledge and figures can be dangerous!'"

The Insidious Suspects

New School professor Jonathan Veitch suggests that fears about threats to academic freedom tend to focus on "major scandals and controversies," invoking "struggles against the forces of darkness." He asserts, "those titanic struggles mask a much more prosaic and insidious struggle to preserve academic freedom in the midst of the overwhelming demands of the marketplace. Or perhaps it would be more accurate to say that the force of the market is better understood abstractly than it is in the thousands of compromises we make with it every day."

It is true that American universities have always formed partnerships with outside entities, but according to Veitch the risks to academic freedom are all the more true now because, among other things, market pressures engender sensitivity to profits and university/industry partnerships, which in turn allow corporations first look at research developed in university laboratories.

There is mounting evidence that, if anything, Veitch underestimates the effects of corporate power over university research. In a recent article in the International Journal of

Epidemiology (Corporate influences on epidemiology 2008 37(1): 46-53.) Neil Pearce argued that "Corporate influences on epidemiology have become stronger and more pervasive in the last few decades, particularly in the contentious fields of pharmacoepidemiology and occupational epidemiology. For every independent epidemiologist studying the side effects of medicines and the hazardous effects of industrial chemicals, there are several other epidemiologists hired by industry to attack the research and to debunk it as 'junk science'. In some instances these activities have gone as far as efforts to block publication. In many instances, academics have accepted industry funding which has not been acknowledged, and only the academic affiliations of the company-funded consultants have been listed. These activities are major threats to the integrity of the field, and its survival as a scientific discipline."

The Gatekeepers?

After exploring a range of risks to academic freedom, Akeel Bilgrami, a philosophy professor at Columbia University, argued the following: "Economics is perhaps about the worst offender among disciplines in insuring itself in alternative frameworks of thought and analysis. In fact, I would venture to say that I have never come across a discipline which combines as much extraordinary sophistication and high-powered intelligence with as much drivel."

"Some of the most brilliant intellectuals I have known to this day make claims about the trickle down effect. And present [with] them the most sophisticated constitutive methods despite the plain fact that wealth has not trickled down — at least not to the places where it needs to trickle down — anywhere in the world, in the entire history of political economy. If a physicist were to make some of the claims that economists have made which have been falsified as repeatedly as they have, they would not only have their careers terminated, they properly would be the laughing stock of the profession."

"There is no direct political influence that forces the sort of refusal to give up on its assumptions in a discipline such as economics. Regulation is wholly within the discipline's profession. And even there, there may be very little browbeating or intellectual bullying. It is largely self-censorship, done with career advancement firmly in mind that threatens academic freedom in such disciplines."

"Why do I say this is not a case of dishonesty as when one refuses to accept counter evidence and argument, but rather a case of denying academic freedom? Because these are cases in which a discipline

discourages the development of frameworks outside of the set of assumptions on which there is mainstream consensus."

A conference participant referred to a speech by George Soros in which he identifies graduate training in neoclassical economics as a cause of the economic crisis. The charge was that practicing economists in business, banks and government institutions are not trained to think critically about these principles "that have been unleashed around the world and now we have to live with the repercussions."

Craig Calhoun, president of the Social Science Research Council and New York University professor, suggested it is not as though neo-liberalism and the ideology of private interest just automatically spread everywhere. Followers of Friedrich Hayek and Milton Friedman followed the Dewey example "in many ways better than many of those on the left and they made the language of the private and of narrow economic self-interest and the assumptions of these sorts of technical management of the economy that you are talking about seem natural, obvious and the only way things could work at a time when people became inarticulate about what the public and the public interest meant."

Schrecker added that these interventions were "funded very consciously, self-consciously by a group of conservative businessmen and philanthropists. We know where the money was coming from." It was coming from conservative foundations, a number of them, "that set out specifically as early as the 1970s to create structures that would intervene in the public discourse and provide expertise that had previously come from universities, from academic intellectuals. These are thinktanks like the Heritage Foundation and the American Enterprise Institution that are providing and supporting intellectually this 'drivel', to use Bilgrami's phrase."

Drivel, it would seem, as with other consequences of risks to academic freedom, can have extraordinary consequences. ■

Robert Chernomas is a professor of economics at the University of Manitoba and admits to receiving his PhD in economics from the New School and that this conference took place after the outbreak of the economic crisis.

The views expressed are those of the author and not necessarily CAUT.

COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

A CAUT FORUM FOR ABORIGINAL ACADEMIC STAFF

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NEWS ACTUALITÉS

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of AAUP's annual meeting.



Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to re-

frain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, DC 20005-3465) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "Academe citation" refers to AAUP's *Academe* volume in which a report about the institution appears. ■

AAUP List of Censured Administrations

INSTITUTION NAME	ACADEME CITATION	YEAR
Grove City College PENNSYLVANIA	March 1963(15-24)	1963
Frank Phillips College TEXAS	December 1968(433-38)	1969
Concordia Seminary MISSOURI	April 1975(49-59)	1975
Murray State University KENTUCKY	December 1975(322-28)	1976
State University of New York	August 1977(237-60)	1978
Phillips Community College of the University of Arkansas	May 1978(93-98)	1978
Nichols College MASSACHUSETTS	May 1980(207-12)	1980
Yeshiva University NEW YORK	August 1981(186-95)	1982
American International College MASSACHUSETTS	May-June 1983(42-46)	1983
Metropolitan Community Colleges MISSOURI	March-April 1984(23a-32a)	1984
Talladega College ALABAMA	May-June 1986(6a-14a)	1986
Pontifical Catholic University of Puerto Rico	May-June 1987(33-38)	1987
Husson College MAINE	May-June 1987(45-50)	1987
Hillsdale College MICHIGAN	May-June 1988(29-33)	1988
Southeastern Baptist Theological Seminary NORTH CAROLINA	May-June 1989(35-45)	1989
The Catholic University of America DISTRICT OF COLUMBIA	September-October 1989(27-40)	1990
Oean College MASSACHUSETTS	May-June 1991(27-32)	1992
Baltimore City Community College MARYLAND	May-June 1992(37-41)	1992
Loma Linda University CALIFORNIA	May-June 1992(42-49)	1992
Clarkson College NEBRASKA	May-June 1993(46-53)	1993
North Greenville College SOUTH CAROLINA	May-June 1993(54-64)	1993
Savannah College of Art and Design GEORGIA	May-June 1993(65-70)	1993
University of Bridgeport CONNECTICUT	November-December 1993(37-45)	1994
Benedict College SOUTH CAROLINA	May-June 1994(37-46)	1994
Bennington College VERMONT	January-February 2005(51-54)	2005
Alaska Pacific University	March-April 1995(91-103)	1995
St. Bonaventure University NEW YORK	January-February 1998(70-75)	1998
National Park Community College ARKANSAS	May-June 1995(32-39)	1995
Saint Meinrad School of Theology INDIANA	July-August 1995(65-73)	1996
Minneapolis College of Art and Design MINNESOTA	May-June 1996(41-46)	1996
Brigham Young University UTAH	July-August 1996(51-60)	1997
University of the District of Columbia	May-June 1997(53-58)	1997
Lawrence Technological University MICHIGAN	September-October 1997(52-71)	1998
Johnson and Wales RHODE ISLAND	May-June 1998(46-55)	1998
Albertus Magnus College CONNECTICUT	May-June 1998(56-62)	1998
Charleston Southern University SOUTH CAROLINA	May-June 1999(46-50)	1999
University of Dubuque IOWA	January-February 2000(54-63)	2000
Meharry Medical College TENNESSEE	January-February 2001(63-77)	2001
University of the Cumberland KENTUCKY	September-October 2001(62-73)	2002
Virginia State University	November-December 2004(56-78)	2005
Our Lady of Holy Cross College LOUISIANA	March-April 2005(99-113)	2005
Baylor University WASHINGTON	May-June 2005(47-62)	2005
University of New Orleans LOUISIANA	January-February 2007(60-68)	2007
Loyola University New Orleans LOUISIANA	March-April 2007(106-120)	2007
Tulane University LOUISIANA	May-June 2007(74-80)	2007
Cedarville University OHIO	May-June 2007(88-100)	2007
Nicholls State University LOUISIANA	May-June 2007(101-108)	2007
North Idaho College	May-June 2009(58-84)	2009
Stillman College ALABAMA	November-December 2008(60-69)	2009
	May-June 2009(85-92)	2009
	March-April 2009(94-101)	2009

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CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières Nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son Bulletin et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

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■ ACCOUNTING — Brock University. The Faculty of Business, Brock University, invites applications for two (2) Probationary tenure-track positions in Accounting starting July 1, 2010. The position rates are open depending upon qualifications. The availability of these positions is subject to final budgetary approval. Job Qualifications: A PhD in Accounting or a related discipline is required (completed or near completion). Previous academic experience and professional certification are desirable, but not required. We seek candidates with the potential for excellence in teaching and research. Responsibilities: These are tenure-track positions requiring quality research, teaching, and service. We welcome applications from candidates with interest in any area of accounting research and teaching. About the School: The Department of Accounting has 24 full-time faculty members and is in the Faculty of Business, which has approximately 80 full-time members. We offer a full range of graduate and undergraduate programs, both research and professionally oriented. Master of Accounting, Master of Science with an Accounting stream, MBA with an optional Accounting stream, Bachelor of Accounting, and Bachelor of Business Administration with an optional Accounting stream. Co-op options are available in both undergraduate and graduate programs. The Faculty of Business is AACSB accredited. Our accounting programs are accredited by the Institute of Chartered Accountants of Ontario, the Society of Management Accountants of Ontario, and the Certified General Accountants of Ontario. Brock University has an excellent environment for faculty with competitive salaries and benefits, ample research support, access to numerous accounting and related databases, low teaching loads and student-to-faculty ratios, and modern physical facilities. 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Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
September 2009 septembre	August 05 août 2009	August 12 août 2009
October 2009 octobre	September 02 septembre 2009	September 24 septembre 2009
November 2009 novembre	October 07 octobre 2009	October 29 octobre 2009
December 2009 décembre	November 04 novembre 2009	November 26 novembre 2009
January 2010 janvier	December 02 décembre 2009	December 31 décembre 2009
February 2010 février	January 06 janvier 2010	January 28 janvier 2010
March 2010 mars	February 03 février 2010	February 25 février 2010
April 2010 avril	March 03 mars 2010	March 25 mars 2010
May 2010 mai	April 07 avril 2010	April 29 avril 2010
June 2010 juin	May 05 mai 2010	May 27 mai 2010

Advertising Rates (Section B)

CAREER / JOB ADVERTISING

Display ads \$65 / column / inch
Classified ads \$120 / word

SPECIAL CATEGORY ADVERTISING*

Classified ads \$0.50 / word
Add a picture/graphic +\$25
* Special category rates apply only to non-career advertising such as housing, call for papers, courseware, conferences & events.

OTHER CHARGES

4-colour (CMYK) +\$700
Preferred position (display ads) +10%
Agency commission (print-ready display ads)† 15%
† 4-colour & position charges commissionable.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. *CAUT* expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT* Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=242&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* therefore reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom. As a service to *CAUT* members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can demand that institutions outside of Canada *CAUT* publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Tarifs publicitaires (Section B)

OFFRES D'EMPLOI

Grandes annonces 65 \$ / pouce-colonne
Annonces classées 1,20 \$ / mot

AUTRES QUE LES OFFRES D'EMPLOI*

Annonces classées 0,50 \$ / mot
Ajout d'une image ou d'un graphique +25 \$
* Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, diplômes, conférences, événements).

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Quadrachromie +700 \$
Emplacement privilégié (les grandes annonces) +10%
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† Accordée sur les frais liés à la quadrachromie et à l'emplacement.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attachés politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration expliquant ces raisons. L'annonce des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=242&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve le droit de refuser de publier les annonces d'un établissement post-secondaire dans le cas où la tenue de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

La *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association américaine des professeurs d'université (AAUP) enquête sur les violations alléguées de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements post-secondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter www.aaup.org.

CAREERS CANADIANES

search and teaching interests, materials relevant to teaching experience, and copies of representative publications. In addition to the online application, please submit three copies of your application and other materials to: Chair of Behavioural Neuroscience Search Committee, Department of Psychology, University of Toronto Mississauga, 3359 Mississauga Road North, Room SE 3037A, Mississauga, Ontario, Canada L5L 1C6. Three letters of recommendation should also be sent under separate cover. All materials must be received by September 30, 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. For more information about the Department of Psychology, University of Toronto Mississauga, please visit our home page.

■ ARCHITECTURAL DESIGN – University of Waterloo. The University of Waterloo School of Architecture invites applications for two tenure track faculty positions in architectural design commencing on January 1, or May

1, 2010. The School offers a CACB accredited professional programme consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The undergraduate portion of the programme also requires twenty months of cooperative work term experience for completion. At Waterloo architecture is pursued as a form of creative cultural inquiry. Cultural literacy, environmental stewardship and technological innovation are central to a programme that addresses local, national and international issues through research and experimentation. The School relocated five years ago from a suburban campus in Waterloo to new facilities in downtown Cambridge, Ontario. The building, a former silk mill on the west bank of the Grand River, provides open, luminous spaces and, in addition to studios, classrooms, labs, workshops and offices, we benefit from the presence of a professional art gallery, the Musages Architecture Library and Rare Book Room, a film theatre, media centre, print making studio, cafe and fitness facility. The School has run an international studio in Rome for 30 years. Virtually every fourth year student participates in this award-winning programme. We also maintain close connections with architectural design offices around the world that employ co-op students, and with profes-

sional organizations and individuals in related disciplines. The community of 430 students, drawn from across Canada and around the world, 15 support staff, 19 full and 25 part time faculty works in a spirit of fellowship and collaboration. The building and the School are integrated in the life and fabric of the local community. Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture has recently become part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. Potential applicants are urged to consult our web site (www.architecture.uwaterloo.ca) to obtain a more complete understanding of the academic programmes, support facilities and current interests of the School. The successful applicants will teach in Design Studios at the Graduate and Undergraduate levels, teach core or elective courses in one or more of the other three theme areas (Cultural History, Environment or Technology) and supervise graduate student research. This versatility is essential since the school teaches a full design studio starting in first year, through to the Masters programme. A record of innovative design teaching at the university level is essential. We seek candidates with an ex-

perience in sustainable design, urban design, digital technology. All design faculty members must have a record of significant achievement in university teaching and scholarship or creative design activity. Applicants must possess a professional degree in Architecture and an advanced degree or equivalent experience. The Search Committee will begin to consider applications on September 1, 2009. Please submit a letter of application, a full curriculum vitae and names and contact information of three referees to: Professor Eric Halden, Director, preferably by e-mail or by post at: Professor Eric Halden, School of Architecture, 7 Melville Street South, Cambridge, Ontario, Canada N1S 2H4. E-mail: erichalden@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, Native Peoples, and persons with disabilities.

■ ARCHITECTURAL DESIGN & COMPUTING – University of Waterloo. The University of Waterloo School of Architecture invites applications for a tenure track faculty position in the field of Digital Design at Assistant, Associate or Full Professor levels. The position will commence on January 1, or May 1, 2010. Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture offers a CACB accredited professional programme consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The programme addresses local, national and international issues through research and experimentation. Cultural literacy, environmental stewardship, technological innovation and a professional trajectory are central to the curriculum and culture of the School. The community of 430 students, drawn from across Canada and around the world, 15 support staff, 19 full and 25 part time faculty works in a spirit of fellowship and collaboration. The School of Architecture is part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. In 2004 the School relocated from its suburban campus in Waterloo to new riverfront facilities in downtown Cambridge, Ontario and is fully integrated in the local community. The School has had a second location in Rome for 30 years. Virtually every fourth year student participates in the award-winning Rome programme. The undergraduate curriculum also includes twenty months of cooperative work term experience. Approximately 50% of all student research is conducted outside Canada. We maintain close connections with architectural and design offices around the world that employ co-op students, and with profes-

sional organizations and individuals in related disciplines. The community of 430 students, drawn from across Canada and around the world, 15 support staff, 19 full and 25 part time faculty works in a spirit of fellowship and collaboration. The building and the School are integrated in the life and fabric of the local community. Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture has recently become part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. Potential applicants are urged to consult our web site (www.architecture.uwaterloo.ca) to obtain a more complete understanding of the academic programmes, support facilities and current interests of the School. Address applications to: Professor Eric Halden, Director, University of Waterloo, School of Architecture, 7 Melville Street South, Cambridge, Ontario, Canada, N1S 2H4. E-mail: erichalden@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, Native Peoples, and persons with disabilities.

■ ARCHITECTURE – University of British Columbia. The School of Architecture and Landscape Architecture at UBC invites applications for two tenure-track faculty architecture positions at the rank of Assistant Professor. The starting date will be July 1st, 2010, or as soon as possible thereafter. The School's core responsibility is design education. Through its undergraduate, professional and research programs, the School aspires to produce outstanding graduates equipped to provide design and intellectual leadership contributing to the formation of a built environment that supports civil and sustainable patterns of living. These two pillars include design and the other in contemporary issues emerging from practice – should ensure that the commitment to design, intentionality, and environmental and urban research will continue to thrive in the Architecture Programs at UBC. The successful candidates will be expected to teach design studios in both the Master of Architecture program and in the two year Bachelor of Environmental Design program, and offer graduate level courses in one of the two areas and to integrate their teaching into their instruction. Candidates must have a record demonstrating design excellence, intellectual rigour and

outstanding research or research potential, as well as a demonstrated potential for quality design teaching at both the undergraduate and graduate levels. At minimum, applicants must hold a professional degree in architecture and academic or professional experience in one of the two areas of design media or contemporary issues. Evidence of professional practice & registration and/or a PhD are considered valuable assets. Salary is according to experience and qualifications. The School of Architecture and Landscape Architecture provides a graduate-level setting for both professional and research students in architecture, along with a new undergraduate program in design media set in the context of a large, public research university. A strong and diverse faculty combined with low student/faculty ratios provide a collegial milieu set within the dynamic and compelling circumstances of the Vancouver metropolitan area. Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest including research priorities and evidence of teaching effectiveness. As evidence of their own and their students' work where appropriate, applicants should submit a maximum of 6 one-sided 8.5" x 11" pages of selected design work (if collaborations, then applicant's role should be clearly stated project by project), as printouts or on disk as pdf files, but should not otherwise send portfolio or proposals with their applications. A list of three references with contact information should also be included. Applications should be received by October 31st 2009. Please send application packages to: George Wagner, Chair, Architecture Programs, University of British Columbia, School of Architecture and Landscape Architecture, 402-6333 Memorial Road, Vancouver, BC, V6T 1Z2. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. For more information about the School of Architecture and Landscape Architecture, see www.sau.ubc.ca.

■ ART EDUCATION – Concordia University. The Department of Art Education at Concordia University in Montreal, Quebec, invites applications for two tenure-track positions, for July 1, 2010, with the following requirements. New Media and Digital Culture: Demonstrated teaching and research experience in theory and practice of curriculum and/or teaching/learning practices in new media including Web 2.0, gaming and social networking. Theoretical Foundations for Visual Arts Curriculum and Instruction: Demonstrated teaching and research experience in theoretical foundations of visual education and curriculum and instruction as practiced at general education levels (especially in multi-ethnic elementary and secondary schools) and at post-secondary levels, with an emphasis on global/cross-cultural understanding of aesthetics and visual/cultural literacy, or both positions where we are seeking candidates with a completed doctoral degree in an education field and teaching experience in schools or community settings and at the post-secondary level. Knowledge of the Quebec Curriculum and teaching knowledge of French are assets. Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2010. Appointment at a more senior level may also be considered. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than November

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Bold, dynamic, and engaged in world-recognized aquatic health research, researchers in aquatic health sciences at UPEI and its Atlantic Veterinary College (AVC) are studying aquatic ecosystems from the dual and interconnected perspectives of improved aquaculture systems and maintenance of environmental integrity.

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Instructions for application are provided at upei.ca/research/chairs. UPEI is an equal opportunity employer and encourages applications from qualified women, Aboriginal people, persons with a disability, and racially visible persons.



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Royal Military College of Canada

Two Tenure-Track Positions English Studies

The Department of English of the Royal Military College of Canada invites applications for two tenure-track appointments at the rank of Assistant Professor, the first in Eighteenth-Century British Literature (Ref: K2009014) and the second in Critical Theory (Ref: K2009017).

The required qualifications are a completed PhD, a record of research and publication, and evidence of a research plan. Experience must include a record of excellence in teaching English at a university.

Duties will include teaching English courses, including introductory courses at the first- and/or second-year level, and developing and pursuing an active research agenda leading to publication.

The salary range is \$49,164 to \$89,775 per annum plus an annual Termination Allowance. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward a letter of application quoting the reference number(s) of the position(s) for which they wish to apply, their curriculum vitae, a copy of their transcripts, a summary of research interests, teaching experience, including a teaching dossier, a writing sample (25-page maximum), and three letters of recommendation to:

Faculty Services

Royal Military College of Canada
PO Box 17000 Station Forces
Kingston, ON K7K 7B4
faculty.services@rmc.ca

Note that candidates will be considered only for the competition(s) for which they have applied. The expected starting date for the positions is 1 July 2010. The closing date for applications is November 15th 2009.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cimc.ca/cicic/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. For further information about this employment opportunity, candidates are invited to contact the head of the English Department, Dr. Steven Lukits (613-541-6000 ext. 6965 steven.lukits@rmc.ca) or the Director of Faculty Services, Dr. James McKay (613-541-6000 ext. 6964 james.mckay@rmc.ca).

Conformément à la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux candidats de citoyenneté canadienne. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : <http://www.cimc.ca/cicic/>. Le Collège militaire royal du Canada est une institution bilingue et biculturelle. Cette offre d'emploi est ouverte aux femmes et aux hommes. Pour de plus amples renseignements sur cette possibilité d'emploi, les personnes intéressées sont invitées à communiquer avec le directeur du Département d'anglais, Steven Lukits, Ph. D., au 613 541 6000, poste 6965 ou à steven.lukits@rmc.ca, ou avec le directeur des Services au corps professoral, James McKay, Ph. D., au 613 541 6000, poste 6964 ou à james.mckay@rmc.ca.

Concordia

Collège militaire royal du Canada

Deux postes menant à la permanence Études anglaises

Le Département d'anglais du Collège militaire royal du Canada est à la recherche de candidats pour combler deux postes de professeurs adjoints menant à la permanence, le premier en littérature anglaise du dix-huitième siècle (Réf: K2009014) et le second en théorie critique (Réf: K2009017). Les candidats devront répondre aux exigences suivantes : détenir un doctorat, posséder un dossier de recherches et de publications et faire état d'un plan de recherche. Des expériences réussies en enseignement de l'anglais au niveau universitaire sont nécessaires.

Les tâches consisteront à enseigner l'anglais, y compris des cours d'introduction en première et/ou en deuxième année, ainsi qu'à établir et à poursuivre un programme de recherche actif menant à des publications.

L'échelle salariale va de 49 164 \$ à 89 775 \$ par année, montant auquel s'ajoute une indemnité provisoire annuelle. Le salaire de départ sera établi en fonction de l'expérience et des compétences. La nomination fera l'objet d'une période de probation de 36 mois. Les personnes intéressées doivent faire parvenir une lettre de présentation indiquant les numéros de référence pour lesquels ils souhaitent postuler, leur curriculum vitae, ainsi qu'une copie de leurs relevés de notes, un résumé de leurs champs de recherche, un dossier d'enseignement faisant état de leur expérience en enseignement, un échantillon écrit d'un maximum de 25 pages et trois lettres de recommandation à l'attention de :

Services du Corps Professoral
Collège Militaire Royal du Canada
CP 17000, Succursale Forces
Kingston, ON K7K 7B4
faculty.services@rmc.ca

Veuillez noter que votre candidature sera considérée strictement pour les postes pour lesquels vous avez cité les numéros de référence. La date prévue d'entrée en fonction est le 1er juillet 2010. La date limite pour soumettre sa candidature est le 15 novembre 2009.

CAREERS CARRIÈRES

B

2, 2009. All inquiries about specific positions should be directed to the appropriate departmental contact. At all times, applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity. For further details, visit: <http://www.concordia.ca/about/jobsopportunities/faculty/fc>.

■ **ART HISTORY** – Concordia University. The Department of Art History at Concordia University in Montreal invites applications for two tenure track positions for July 1, 2010, with the following requirements: Canadian Art Historian. Expertise in two areas of art historical investigation, one of which should be First Nations/Aboriginal Art History. Fluency in spoken and written French would be considered a strong asset. In addition, candidates for both positions must have a completed PhD, have teaching experience at the post-secondary level and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to fill these positions, normally at the rank of Assistant Professor, for July 1, 2010. Applications should be sent to: Prof. N. Murray, Director, Canadian Institute for Theoretical Astrophysics, 60 St. George Street, Toronto, Ontario Canada, M5S 3A8. The deadline for applications and letters of recommendation is November 15, 2009. All qualified candidates are encouraged to apply. For further details, visit: <http://www.concordia.ca/about/jobsopportunities/faculty/fc>.

■ **ART THERAPY** – Concordia University. The Department of Creative Therapies at Concordia University in Montreal invites applications for one tenure-track position in Art Therapy for July 1, 2010. The ideal candidate will have a PhD or a Master's degree in art therapy, post-secondary teaching experience; personal registration as an Art Therapist (ATR) extensive clinical experience; an established research profile; and demonstrated administrative experience and commitment to service. Although classes are taught in English, fluency in spoken and written French would be considered a strong asset. Subject to budgetary approval, we are anticipating this position, normally at the rank of Assistant Professor, for July 1, 2010. Appointment at a more senior level may also be considered. Review of applications will begin immediately and will continue until the position is filled. All applications should reach the appropriate departmental contact. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity. For further details, visit: <http://www.concordia.ca/about/jobsopportunities/faculty/fc>.

■ **ASTROPHYSICS** – University of Alberta. The Department of Physics, University of Alberta (www.phys.ualberta.ca) invites applications for a tenure track faculty position in observational astrophysics. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will contribute to the growth of observational astrophysics as an area of strength in the Department of Physics. Applicants must have a PhD and demonstrate outstanding research potential and a commitment to teaching. The successful candidate will be expected to build a strong research program, supervise graduate students and teach physics at the undergraduate and graduate levels. The Department of Physics has approximately 45 faculty and 120 graduate students. Research interests in astrophysics, particle physics, condensed matter physics and geophysics. The astrophysics faculty currently includes 12 members with research programs in relativistic astrophysics, x-ray astronomy, theoretical stellar astrophysics, galaxy cosmology, plasma physics, and space physics. Qualifications include excellent technical staff (computing, electronics, machine shop) and high performance computational infrastructure (see www.westgrid.ca). Initiatives by the Government of Alberta and Canada provide exceptional opportunities for individuals wishing to establish new research programs at the University of Alberta. See, for example, www.albertatransform.ca, www.gov.ab.ca/sra, www.lora.ca, and www.innovation.ca for further information. Interested applicants should submit a curriculum vitae, a research plan, and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent on or before December 1, 2009. Consideration of applications will begin by that date and continue until the position is filled. The start date for this position is July 1, 2010. Applications and reference letters should be sent by regular mail or electronically to the address below. Astrophysics Search and Selection Committee, Dr. Frank Marsiglio, Acting Chair, Department of Physics, CEB 328, University of Alberta, Edmonton, AB, T6C 2G7. Email: dmarsig@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ASTROPHYSICS (NATIONAL POSTDOCTORAL FELLOWSHIPS)** – University of Toronto. CITA is a national centre for theoretical astrophysics located at the University of Toronto. As part of its mandate to promote research throughout Canada, the Institute provides partial support for postdoctoral fellows working in theoretical astrophysics or closely related fields at Canadian universities other than the University of Toronto, through its National Fellowships program. The responsibility for identifying and nominating potential CITA National Fellows who will work at a given university lies with the faculty at that university. Only faculty at Canadian universities may submit nominations. The deadline for these nominations is November 15, 2009 for fellowships to start in September

2010. If you are interested in applying for CITA National Fellowship, please visit <http://www.cita.utoronto.ca> and click on "Working at CITA" for more information.

■ **ASTROPHYSICS (POSTDOCTORAL FELLOWS)** – University of Toronto. Postdoctoral research fellowships beginning September 1, 2010 are being offered at the Canadian Institute for Theoretical Astrophysics. A PhD in any field of theoretical astrophysics is required. Fellows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty whose interests include: cosmology, interstellar matter, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. We would prefer electronic submissions. Please check <http://www.cita.utoronto.ca> under "Working at CITA" for instructions. Applicants unable to do this should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Prof. N. Murray, Director, CITA, McLennan Labs, 60 St. George Street, Toronto, Ontario Canada, M5S 3A8. The deadline for applications and letters of recommendation is November 15, 2009. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal persons and persons with disabilities.

■ **ASTROPHYSICS (RESEARCH ASSOCIATES)** – University of Toronto. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more Research Associate positions of three to five years duration. The starting date will be September 1, 2010. Applicants should have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and other research expenses. The primary duty in astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. We would prefer electronic submissions. Please check <http://www.cita.utoronto.ca> under "Working at CITA" for instructions. Applicants unable to do this should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Prof. N. Murray, Director, Canadian Institute for Theoretical Astrophysics, University of Toronto, 60 St. George Street, Toronto, Ontario Canada, M5S 3A8. The deadline for applications and all letters of recommendation is November 15, 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas

■ **BIOLOGICAL PHYSICS** – University of Toronto. The Department of Physics at the University of Toronto is pleased to announce the search for a tenure stream appointment in theoretical, experimental or computational Biological Physics at the rank of Assistant Professor, with a starting date of July 1, 2010 or shortly thereafter. We seek candidates with a PhD in Physics or a related field, and with proven or potential excellence in both research and teaching. We are particularly interested in theorists in the general area of complex and applications of statistical mechanics and nonlinear dynamical systems, including but not limited to biological systems, and/or outstanding candidates in any field of biological physics are encouraged to apply. This new appointment will have the opportunity to interact with existing groups in biological physics and related areas of nonlinear physics, quantum optics and condensed matter physics. In addition, the University of Toronto is home to one of the largest and most active biomedical research communities in North America. We invite prospective candidates to visit our home page at <http://www.physics.utoronto.ca>. The salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae and a summary of proposed research, should be sent to: Prof. Richard Bailey, Acting Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, ON, Canada, M5S 3A8; email: bailey@physics.utoronto.ca. Three letters of reference should also be sent directly to the above address under separate cover. Applications will be reviewed beginning November 1, 2009 until the position is filled. Those received by November 1, 2009 will be given first consideration. The University of Toronto offers the opportunity to teach, conduct research, and live, in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community, and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **BIOLOGY (NEUROSCIENCE)** – University of Waterloo. The Department of Biology at the University of Waterloo is currently seeking two faculty at the Assistant Professor level in the area of Neuroscience. Applicants involved in the measurement and/or modeling of neural circuits and systems (systems neuroscience) are especially encouraged to apply. Applicants, both experimental or theoretical in approach, should demonstrate the link of their program to the Department of Biology and the CTN. One successful applicant will be invited to apply for a Tier II Canada Re-

search Chair. Duties of the successful applicants will include research, teaching at the undergraduate and graduate levels in the Department of Biology, and graduate student supervision. Applicants must have a PhD, relevant postdoctoral experience with a strong indication of independent productivity, and be prepared to establish active research programs. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and a brief outline of their future research and teaching direction to: Dr. David R. Rose, Professor and Chair, Department of Biology, University of Waterloo, Waterloo, Ontario N2L 2G1, Canada. This information may also be sent to the Biology Chair's Secretary, Mrs. Kenning at: kenning@uwaterloo.ca. Review of applications will commence November 1, 2009, but applications will be accepted until the positions are filled. Anticipated starting date is on or after July 1, 2010. Canadian citizens or Permanent Residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ity of funds. Additional information on the Department of Biology and the CTN is available at: <http://www.biology.uwaterloo.ca/>. ■ **BUSINESS** – University of Windsor. The University of Windsor, Ontario School of Business invites applications to a tenure-track faculty position in the area of Accounting at the rank of Assistant or Associate Professor commencing as early as July 1, 2010 or later. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario N9B 3P4, Tel: (519) 253-3000, Ext. 3091; Fax: (519) 973-7073; E-mail: aconway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orzech, Director, Faculty Recruitment at: 877-865-6608 (toll free within North America) or collect outside of North America at 001-519-563-1432 or Email: recruitment@uwindsor.ca. ■ **BUSINESS** – University of Western Ontario. The Richard Ivey School of Business is recognized worldwide for the quality of its management education and research. The School's major activities include: a highly regarded MBA program and undergraduate

program, a well established doctoral program active in most major areas of management, as well as, an expanding portfolio of executive MBA delivered in Canada and Hong Kong. The School is located in London, Ontario, a community of 340,000 equidistant from Toronto and Detroit. Limited term full-time appointment contracts for two years in either Business 2257 or Business 1220 are available effective May 3, 2010. Both courses are managed by Ivey and are taught to the larger university community. Business 2257 is a required course for Ivey's selective undergraduate (MBA) program. Applications are invited from individuals who have graduated from either a four-year honours program in commerce/business administration or an MBA program. Experience and familiarity with the case method is preferred. Please visit our website to view the full job posting and for information on how to apply: www.ivey.uwo.ca/faculty/Career_Opps.htm. These positions are subject to budget approval. Applicants should have fluency in written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



QUEEN'S UNIVERSITY Kingston, Ontario, Canada

Tenure Track Positions Organizational Behaviour/Human Resources Managerial Economics

QUEEN'S SCHOOL OF BUSINESS is inviting applications for one tenure track position in Organizational Behaviour/Human Resources and one in Managerial Economics (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD (or be near completion). Applicants must exhibit (or show potential for) high innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Faculty Development Fund.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841. Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program has among the highest entrance standards in Canada and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. In 2008 *BusinessWeek* magazine ranked the full-time Queen's MBA #1 outside the U.S. for the third consecutive time. Queen's Executive MBA is ranked #1 in Canada and #23 in the world by *Business Week*, and the *Financial Times* (UK) has ranked Queen's enrolment executive education programs among the top 25 in the world since 2000. Queen's School of Business is home to Centres focused on

business venturing, corporate social responsibility, knowledge-based enterprises and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: business.queensu.ca

THE CITY: Kingston, Ontario is a unique Canadian city of 125,000 with a distinct blend of history, recreation, industry and learning. Situated on the shores of Lake Ontario, it is within a two-and-a-half hour drive of Toronto, Montreal, and the nation's capital, Ottawa. Kingston is a thirty minute drive from the international bridge linking Ontario and upstate New York, and another ninety minutes from Syracuse, New York.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2010, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca

Dr. Brent Gallupe
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

www.business.queensu.ca

THOMPSON RIVERS UNIVERSITY

KAMLOOPS, BC

TRU invites applications for the following position:

ADMINISTRATIVE Director, Instructional Design Open Learning Division

The Open Learning Division of Thompson Rivers University (TRU) is one of Canada's leading distance education providers. Thompson Rivers University, Open Learning (TRU-OL) delivers over 400 individual courses and 57 programs to more than 10,000 students studying at a distance on an annual basis, from across Canada and around the world.

TRU is built on over 35 years of excellence in post-secondary education and offers undergraduate and graduate university degrees, career diplomas and certificates, trades training and university preparation courses and programs. The spectacular main campus is located in Kamloops, BC (pop. 85,000), which is just a four-hour drive from Vancouver, in the heart of the southern BC interior. Kamloops offers world-class tourism and recreation and excellent cultural, social and economic opportunities, as well as over 2,000 hours of sunshine annually. For more information about Kamloops, visit www.kamloops.ca.

TRU, including TRU-OL and its regional campus in Williams Lake, BC, provides post-secondary educational opportunities to over 22,000 students, including more than 700 aboriginal students and 1,200 international students from 70 countries.

For more information, go to www.truopen.ca or to read about TRU's strategic plan, visit www.tru.ca/president/strategic_plan.html.

To apply for this position, please visit our website at www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.



CAREERS CARRERES

The Richard Hey School of Business and The University of Western Ontario are committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The submission deadline is Friday, October 1, 2009, although applications will be accepted until the position has been filled. Applicants are encouraged to apply as early as possible.

BUSINESS – University of Victoria. The Faculty of Business is seeking to fill a tenure-track position (rank open). In International Business. We welcome qualified applicants from any core business discipline, as long as they have a strong focus on International issues. Applicants for this position should have earned a PhD (or be ABD), have an interest in international business research and teaching, be able to make a significant contribution to our new PhD program in IB, and have a teaching and research record that is commensurate with expectations of academic rank at the Faculty of Business. Our interest is in attracting a highly motivated researcher, capable of publishing in top research journals, to add to our already vibrant research community. Our approach to teaching is international, integrative, innovative, and experiential. The experiential dimension includes a mandatory on-program for all students, international exchanges, and overseas co-op work opportunities. In line with this approach, a candidate's business experience would be highly valued. The University of Victoria is a medium-sized public institution, recognized nationally as one of the best comprehensive universities in Canada. The Faculty of Business provides Bachelor of Commerce and Masters of Business Administration degrees that emphasize the Faculty's specialization areas, its international curriculum and its strong co-op component. It is one of the few North American schools that is EQUIS accredited by the European Federation of Management De-

velopment. As well as having the university's strong research and teaching community, Victoria is located in one of the most beautiful parts of Canada. We enjoy a very moderate west coast climate with an active cultural scene as well as easy access to all types of outdoor activities. Please send a letter of application with curriculum vitae, appropriate evidence of research and teaching skill, and three references to: Dr. Alastair MacLachlan, Dean, Faculty of Business, University of Victoria, PO Box 1800, STN CSC, Victoria, BC V8W 2Y2, telephone: (250) 721-6422, fax: (250) 721-6113, e-mail: dastmal@uvic.ca, website: www.business.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply, however, in accordance with Canadian Immigration requirements. Candidates and Permanent Residents will be given priority. Consideration of applications will begin on September 1, 2009. Applications will be accepted until the position is filled.

C

CELL/DEVELOPMENTAL BIOLOGY – University of British Columbia. The Department of Zoology, University of British Columbia, invites applications for a tenure track position in cell or developmental biology. Preference will be given to applicants studying model systems. Applicants must have a PhD and will be expected to develop a strong extramural funded research program. They will be expected to contribute to high quality undergraduate and graduate teaching in cellular or developmental biology or genetics and to effectively supervise graduate students. The successful applicant will become a member

of the Life Sciences Institute, a world-class group of scientists studying cellular and molecular biology, and will also actively interact with the broadly based group of animal physiologists, ecologists and evolutionary biologists. In the Zoology Department, Appointment will be at the assistant professor level and is subject to final budgetary approval. Salary will be commensurate with experience. Applicants should send a curriculum vitae, summary of research interests and teaching philosophy, and a list of four key publications. Evidence of teaching effectiveness would be an asset. Applicants should send a short biography, curriculum vitae, statement of interest in candidates' membership in, or eligibility to apply for membership in Planning Institute of BC or Canadian Institute of Planners. The successful candidate will be expected to develop a strong, externally funded research program. He/she will be expected to provide high quality undergraduate and graduate teaching and the effective supervision of graduate students in both the Department of Civil Engineering and the School of Community and Regional Planning. Both units are seeking, through this new appointment, to strengthen their leadership on issues of sustainability and civil infrastructure management and renewal. The Department of Civil Engineering is a top-ranked academic unit with a reputation for excellence in research and strong links to professional practice (www.civil.ubc.ca). Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. A description of the nature of the Assistant Professor appointment, and the criteria for achieving promotion and tenure are available at www.civil.ubc.ca/faculty_relations/careers/tenure.html. Interested applicants should submit an application package that consists of a short biography, curriculum vitae, statement of interest in teaching research priorities, a record of teaching effectiveness, and evidence of their own and their students' work where appropriate. A list of three references with contact information should also be included. Applications should be sent by mail, courier or email by September 30, 2009, to: Head, Department of Civil Engineering, The University of British Columbia, 6250 Applied Science Lane, Vancouver, BC, Canada V6T 1Z4. Email: recruitment@civil.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

CIVIL ENGINEERING – University of British Columbia. Applicants are invited from outstanding individuals for a tenure-track faculty position at the Assistant Professor level in the Department of Civil Engineering and the School of Community and Regional Planning. The position will be jointly held within the Department of Civil Engineering and the School of Community and Regional Planning (SCARP) at the University of British Columbia. Applicants must have the ability to teach and conduct research in transportation planning, ideally including one or more of the following: transportation modeling, multi-modal transportation; sustainability, urban design; and the application of technology, economic analysis, and management principles to address environmental and so-

cialist concerns about transportation. Applicants should also have familiarity with and interest in topics such as planning institutions, policy, and finance that span both sustainable transportation and infrastructure planning. The successful candidate will be expected to hold a Bachelors degree in civil engineering and a PhD in a related field. Applicants should either have, or be eligible to register with, this Association of Professional Engineers and Geoscientists of British Columbia. Registration is required within four years of appointment. This School of Community and Regional Planning is interested in candidates' membership in, or eligibility to apply for membership in Planning Institute of BC or Canadian Institute of Planners. The successful candidate will be expected to develop a strong, externally funded research program. He/she will be expected to provide high quality undergraduate and graduate teaching and the effective supervision of graduate students in both the Department of Civil Engineering and the School of Community and Regional Planning. Both units are seeking, through this new appointment, to strengthen their leadership on issues of sustainability and civil infrastructure management and renewal. The Department of Civil Engineering is a top-ranked academic unit with a reputation for excellence in research and strong links to professional practice (www.civil.ubc.ca). Information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. A description of the nature of the Assistant Professor appointment, and the criteria for achieving promotion and tenure are available at www.civil.ubc.ca/faculty_relations/careers/tenure.html. Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest in teaching research priorities, a record of teaching effectiveness, and evidence of their own and their students' work where appropriate. A list of three references with contact information should also be included. Applications should be sent by mail, courier or email by September 30, 2009, to: Head, Department of Civil Engineering, The University of British Columbia, 6250 Applied Science Lane, Vancouver, BC, Canada V6T 1Z4. Email: recruitment@civil.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

CRIMINOLOGY – University of the Fraser Valley. Located in beautiful Abbotsford, British Columbia, Canada (just outside of Vancouver), the School of Criminology and Criminal Justice invites applications for one full-time tenure-track position to begin in Winter 2010. The School of Criminology and Criminal Justice has approximately 400 program students and offers a degree in Criminal Justice and a PhD in Criminal Justice. A PhD in Criminology, Criminal Justice, or a related discipline is required. Evidence of quality teaching and research, and a willingness to teach core curriculum at the undergraduate and graduate levels, are also required. The position will require development of a strong, externally funded research center, direction of its activities and will contribute to high quality undergraduate and graduate teaching, effective supervision of graduate students and contribute to service at the University and community. Preference will be given to an individual who demonstrates an ability to establish productive col-

luding direct curriculum vitae or resume, including evidence of appropriate qualifications, relevant to Posting #2009.77 to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M6, Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ufrv.ca; Email: applications@ufrv.ca. The Selection Advisory Committee will begin reviewing applications on September 30, 2009; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. In an effort to be environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

D

DENTISTRY – University of British Columbia. The Faculty of Dentistry has received funding (\$3.4 million dollars) to expand their previous imaging facility to become a centre of excellence for hard connective tissue imaging and analysis. This centre will immediately support the research endeavours of 9 investigators in the Faculties of Dentistry, Medicine and Pharmacy. The new equipment will be optimized for quantitative, high-throughput hard tissue analysis and applied to the analysis of in vivo bone destruction, development and regeneration. The facility will be expanded into a cutting-edge research facility with the following equipment through 5 capabilities: 1) the replacement of existing transmission and scanning microscopes with state of the art, new, model 2) the addition of three microCT imaging machines for small and large animals; 3) addition of an optical coherence tomography machine; 4) a MALDI LRPQ Orbitrap tandem mass spectrometer to permit characterization of hundreds of proteins in tissue that have been analyzed by microCT and optical projection tomography; and 5) to manage large volumes of primary and secondary data an appropriate computer infrastructure and software will be developed. The Faculty of Dentistry invites applications for a full-time, tenure position in the Department of Oral Biology and Medical Sciences at the Vancouver Campus to serve as Director of this new facility. Applicants must hold a professional degree and/or PhD. The successful candidate must have an established publication record, external funding supporting research within the scope of this facility, demonstrated excellence in teaching and demonstrated management experience. The position will require development of a strong, externally funded research center, direction of its activities and will contribute to high quality undergraduate and graduate teaching, effective supervision of graduate students and contribute to service at the University and community. Preference will be given to an individual who demonstrates an ability to establish productive col-

ENGINEERING A SUSTAINABLE SOCIETY: TENURE-TRACK POSITIONS

A new era in engineering is unfolding in the Faculty of Engineering at McMaster University, one designed to address the needs of the 21st century and beyond. Guided by a new five-year strategic plan, the Faculty is committed to promoting socially responsible engineering, advancing research for a sustainable society and developing the global engineer of the future.

To this end, the Faculty will fill at least eight tenure-track positions in areas related to engineering for a sustainable society at the assistant or associate professor level. In this context we define sustainability in the broadest context as addressing both environmental challenges and sustainability of the human condition through health and related technologies. Successful candidates will possess the passion, drive and dedication to help us achieve the goals and objectives outlined in the Faculty's strategic plan (www.eng.mcmaster.ca/strategicplan). These positions will be filled over a two year period commencing January 1, 2010.

Successful candidates will be required to develop and teach courses at the undergraduate and graduate level, to develop an independent, externally funded research program and to actively participate in the life of the McMaster community.

Required qualifications include:

- Relevant Ph.D. degree in any branch of engineering or cognate discipline
- Evidence of independent scholarship and research
- Demonstrated ability and passion for teaching
- Registration, or willingness to acquire registration, as a Professional Engineer in Ontario
- Relevant industrial and/or academic experience will be an asset

The Faculty of Engineering at McMaster has distinguished itself internationally for innovative educational programming and research. McMaster is consistently ranked as one of the top three doctoral research universities in Canada.

The Faculty recently achieved unprecedented success through five Canada Foundation for Innovation awards in a single competition. Along with other recent awards, these grants will fund almost \$100 million in new research infrastructure related to sustainable engineering in areas such as nuclear and alternative energy systems, advanced photovoltaics, biomedical engineering, nanotechnology and new materials, environmental and water resources, communications and information technology, sustainable infrastructure, and manufacturing.

A new 125,000 square-foot, LEED-certified engineering building is scheduled to open in October of this year. New research facilities are also being established at the McMaster Innovation Park, partly connected with the relocation of the Federal government's CANMET Materials Technology Laboratory to Hamilton.

McMaster Engineering is home to 14 Canada Research Chairs, 17 research centres, and five national research networks. The Faculty's undergraduate engineering programs feature a unique set of five-year programs combining Engineering with Management, with Society or with International Studies. At the graduate level, the School for Engineering Practice offers programs in entrepreneurship and innovation, public policy, design and manufacturing.

Letters of application, accompanied by the applicant's curriculum vitae, are to be sent to:

Faculty Hiring Committee

Faculty of Engineering

John Hodgins Engineering Building, Room JHE-261

1280 Main Street West, Hamilton, Ontario, L8S 4L7

or by email to: engpos@mcmaster.ca

Applications will be accepted until the positions are filled.

www.eng.mcmaster.ca

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within and to recruiting a diverse faculty and staff. Applications are encouraged from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities and persons with disabilities.

McMaster University
ENGINEERING



Various Positions, Department of Pediatrics Faculty of Medicine & McGill University Health Centre

The Department of Pediatrics, McGill University and the Montreal Children's Hospital of the McGill University Health Centre (MUHC) are inviting applications for the following Faculty positions at the rank of Assistant, Associate or Full Professor based on the applicant's qualifications and experience:

- Pediatric Allergy & Immunology: **Staff Physicians**
- Pediatric Cardiology: **Staff Physicians**
- Pediatric Endocrinology: **Staff Physicians**
- Pediatric Gastroenterology: **Staff Physicians**
- General Pediatrics: **Staff Physician**
- Pediatric Hematology/Oncology: **Director & Staff Physicians**
- Pediatric Medical Emergency: **Staff Physicians**
- Newborn Medicine: **Director (MUHC) & Staff Physicians**
- Pediatric Neurology: **Staff Physicians**
- Pediatric Respiratory: **Staff Physicians**
- Medical Sciences: **M.D. or Ph.D.**

The selected M.D. candidates must be eligible for licensure within the province of Quebec. Candidates should be certified (or eligible) by the Royal College of Physicians and Surgeons of Canada in Pediatrics (or possess comparable qualifications) and be eligible for licensure in the Province of Quebec. Candidates would benefit from a working knowledge of both French and English. Candidates applying for the positions of Director must have demonstrated strong leadership skills in research and teaching. All successful candidates should be physician-scientists or basic scientists with an established record of accomplishment in basic or clinical research. For qualified individuals, laboratory space, shared equipment and start-up funding will be available through the associated McGill University-The Montreal Children's Hospital Research Institute and MUHC R.I.

Interested applicants are asked to submit a signed letter of interest, curriculum vitae (including e-mail address) and three letters of reference:

Dr. Harvey J. Guyda, Chair
Department of Pediatrics
The Montreal Children's Hospital, Room C-14
2300 Tupper St., Montreal, Quebec H3H 1P3
E-mail: harvey.guyda@muhc.mcgill.ca
Telephone: 514-412-4467; Fax: 514-412-4251

All qualified applicants are encouraged to apply. Remuneration of the successful candidate will be based on individual qualifications. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates would benefit from a working knowledge of both official languages. Les candidats/les candidates devront avoir une connaissance des deux langues officielles. McGill University is committed to equity in employment.

www.mcgill.ca

Careers > Academic Work.ca

CAREERS CARRIÈRES

laborations with individuals from a variety of disciplines and research interests both in academia and private industry. The successful candidate will hold a full-time faculty appointment at UPEI at the rank of Associate Professor or Professor with salary commensurate with qualifications and experience. UPEI hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadian citizens and permanent residents of Canada will be given priority. Review of applications will begin October 1, 2009 and continue until the position is filled. Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest including research priorities, a record of teaching effectiveness and contact information for three references. To: Dr. Edward Putnits, Associate Dean Research, Graduate and Post Graduate Studies, Faculty of Dentistry, The University of British Columbia, 2199 Westrook Mall, Vancouver, BC V6T 1Z3. E-mail: putnits@exchange.ubc.ca. For more information about the Faculty of Dentistry, see our website at <http://dentistry.ubc.ca>.

DEVELOPMENTAL PSYCHOLOGY (CERC II) – University of British Columbia. The Department of Psychology at the University of British Columbia, Vancouver campus (www.psych.ubc.ca) invites applications for a tenure-track position in developmental psychology, which will begin 1 July 2010. This position is also meant to fill Tier II Canada Research Chair and is budgeted for the Assistant Professor level; however, in exceptional circumstances, appointment at the Associate level may be considered. Details about the Canada Research Chair (CERC) Program and Chair selection criteria can be found at www.chairs.gc.ca. We are seeking individuals with strong research records appropriate to a research-oriented doctoral program, who have strong commitment to teaching and research supervision of undergraduate and graduate students. The successful candidate must have a PhD before commencing the position and will be expected to maintain an outstanding program of teaching, graduate supervision, scholarly research leading to publication, and service. Although we are looking for the strongest developmental candidate, regardless of research specialization, we are especially interested in candidates whose work focuses on cognitive development. We are also interested in candidates whose research bridges cognitive development to other traditional areas. This position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Any offer made will be in keeping with immigration requirements associated with the CERC program. Applicants should send a curriculum vitae, samples of their scholarly work, statements of their research and teaching interests, evidence of their teaching abilities and effectiveness (course outlines, student evaluations, etc.), and at least three confidential letters of recommendation. To: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, BC, Canada, V6T 1Z4. The closing date for applications is: 1 November 2009.

EARTH & ENVIRONMENTAL SCIENCES (APPLIED TECHNOLOGY) – University of Waterloo.

The Department of Earth and Environmental Sciences at the University of Waterloo is seeking applications for an NSERC Industrial Research Chair in Applied Technology. The appointment will be tenure-track or tenured and will be made at the rank of Associate Professor or Professor, commensurate with qualifications and experience. The successful candidate will be expected to establish scholars with a demonstrable commitment to collaborative and interdisciplinary research, a proven record of industrial collaboration and the ability to attract excellent graduate students. The successful candidate will have a strong academic background in geotechnics, petrology and mineral deposits. Extensive research experience in the delineation of tectonic provinces and association of mineral deposits to specific tectonic episodes is expected. The appointment will carry a reduced teaching load and is contingent upon review and final approval by NSERC. Evaluation of candidates will continue until the position is filled. A complete application must include a full curriculum vitae, a statement outlining the nature of the research program and teaching philosophy, two or more recent publications and the names of at least three references. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should be directed to the Department Chair, Department of Earth and Environmental Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada; (email: khalbrecht@uwaterloo.ca).

EARTH & ENVIRONMENTAL SCIENCES (GROUNDWATER REMEDIATION) – University of Waterloo. The Department of Earth and Environmental Sciences at the University of Waterloo is seeking applications for an NSERC Industrial Research Chair in Groundwater Remediation. The appointment will be tenure-track or tenured and will be made at the rank of Associate Professor or Professor, commensurate with qualifications. Candidates must be established scholars with a demonstrable commitment to collaborative and interdisciplinary research, a proven record of industrial collaboration and the ability to attract excellent graduate students. The successful candidate will have a strong academic background in chemistry and geochemistry and at least one advanced degree in hydrogeology. Several years of research and teaching in the area of fate, transport and remediation of organic contaminants in groundwater is expected and preference will be given to individuals with experience in both biological and abiotic degradation processes. Evidence of innovation and technology development will be advantageous. The appointment will carry a reduced teaching load and is contingent upon review and final approval by NSERC. Evaluation of candidates will continue until the position is filled. A complete application must include a full curriculum vitae, a statement outlining the nature of the research program and teaching philosophy, two or more recent publications and the names

of at least three referees. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should be directed to the Department Chair, Department of Earth and Environmental Sciences, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada; (email: khalbrecht@uwaterloo.ca).

ECOHYDROLOGY (CERC) – University of Waterloo. The University of Waterloo is seeking applications from established Canadian and international researchers for a Canada Excellence Research Chair in Ecohydrology. The CERC program was recently established by the Government of Canada for the purpose of developing internationally recognized programs in critical areas of research and innovation. The expectation is that 20 Chairs will be established with each funded by CERC at a rate of ten million dollars (including salary) over seven years. Additional matching funds will be made available through the University and research partnerships. For further information concerning the CERC program and the University of Waterloo, please see: <http://www.research.uwaterloo.ca/institutional/funding/cerc.htm>. Canadian candidates have a growing reliance on groundwater for domestic supply, industrial and agricultural production and energy extraction. As a consequence, sustainability of supply has become an issue of national concern. Current regulations and policies generally require that in order to meet the goals of sustainability, the use of groundwater must not have a significantly adverse effect on aquatic ecosystems. However, the science necessary to understand the complex interaction between groundwater discharge and ecosystem health is in its infancy. The proposed multidisciplinary research program is designed to fill this void in our knowledge of the natural environment. The CERC in Ecohydrology provides an exceptional opportunity for an established researcher to develop a dynamic program with far-reaching scientific and social implications. As a multidisciplinary topic, suitable technical backgrounds could include hydrogeology, aquatic ecology, water resource engineering, watershed management, applied mathematics and water policy and governance. The successful candidate will have an established record of research in a relevant field, and a proven ability to develop and direct multidisciplinary research programs. The appointment will be made in the Faculty and Department meet appropriate to the background and interests of the successful candidate. The appointment will be tenure or tenure track, will be made at the rank of Associate Professor or Professor, and is subject to approval by the CERC Selection Board. Salary will be competitive and commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native people, and persons with disabilities. Candidates must include a letter of application, curriculum vitae and names of three references. Please direct application materials, nominations and inquiries to: Dr. O. Gordon Dixon, Vice President, Uni-

versity Research, Needles Hall, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Tel: 519-888-4889; Fax: 519-725-9971; E-mail: gdixon@uwaterloo.ca.

ECOLOGICAL – University of British Columbia. The Department of Zoology, University of British Columbia, invites applications for two tenure track positions in population, community or ecosystem ecology. For one of these appointments we prefer a population ecologist who combines quantitative (modeling or statistical) and field-based approaches. Applicants must have a PhD and will be expected to develop a strong externally-funded research program that complements our existing strengths in ecology. They will be expected to contribute to high quality undergraduate and graduate teaching in ecology and animal biology, and to effectively supervise graduate students. Successful applicants will become members of the new Biodiversity Research Centre, a world-class group of scientists studying ecology, evolution and systematics, and will also actively interact with more broadly based members of the Zoology Department. One appointment will be at the Assistant Professor level. The other appointment may be made at the Assistant, Associate or Full Professor rank depending on the qualifications of the applicant. Both appointments are subject to final budgetary approval. Salary will be commensurate with experience. Applicants should send a curriculum vitae, summary or research interests and teaching philosophy, and reprints of four key publications. Evidence of teaching effectiveness would be an asset. Applicants should also send the names of three referees who can provide letters of support. Address all materials to: Dr. Bill Milson, Head, Department of Zoology, University of British Columbia, 6270 University Blvd., Vancouver, BC, Canada V6T 1Z4, (email: jobs@zoology.ubc.ca), Fax: 604-822-5780. We encourage electronic submissions of all application materials. Deadline for applications is October 31, 2009.

All qualified applicants are encouraged to apply and we strongly encourage applications from underrepresented groups. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. **ECONOMICS – University of Western Ontario.** The Department of Economics, Faculty of Social Science, invites applications for positions as outlined below. Unless otherwise specified, these appointments are effective July 1, 2010 but alternate starting dates may be arranged. Applicants should specify if they are applying for limited term, probationary (tenure track) or tenured positions. General information about The University of Western Ontario can be found at <http://www.uwo.ca>. Information about the Department of Economics can be found at <http://economics.uwo.ca/>. **PROFESSOR.** Candidates must be scholars of international reputation and good teachers. Outstanding candidates in any area of Economics will be considered seriously. Appointments at the rank of Full Professor will be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate students and supervision of administrative duties. **ASSISTANT AND ASSOCIATE PROFESSORS:** At the Assistant level, consideration will be given to applicants with a PhD or expected in 2010, or equivalent qualification, who are expected to establish themselves as good teachers and recognized scholars. Field of specialization, within Economics, is not of decisive importance, and outstanding candidates in any area will be considered. Candidates at the Associate level must be scholars of international reputation and good teachers. These are tenure track and limited-term positions. Appointments at the rank of Associate Professor may be made with tenure from the outset. Duties include undergraduate and graduate teaching, research, supervision of graduate

students, and some administrative duties. To apply, please follow the instructions on our website: <http://economics.uwo.ca/teaching/instructions.html>. Closing date for receipt of applications is November 13, 2009. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

ECONOMICS – Simon Fraser University. The Department of Economics at Simon Fraser University seeks to fill one position either at the senior assistant professor level (tenure track) or at the associate professor level (with tenure). The expected starting date is September 1, 2010 and the position is subject to budgetary approval and approval by the Board of Governors. The Department has a special interest in candidates with a strong empirical focus in applied fields, but strong candidates in every field will be given serious consideration. Experience in research and teaching are the primary criteria for this position. Applicants must hold a PhD degree and be well qualified to teach at the PhD level although teaching at all levels is expected. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications must include a cv, three confidential reference letters, evidence of teaching effectiveness, and samples of research papers. Application instructions are available on our website at <http://www.sfu.ca/econ.htm>. Application deadline is September

BUILDING THE FUTURE—
Researchers with Vision

UPEI is seeking a Canada Excellence Research Chair in Aquatic Epidemiology

In a country recognized as a world leader in research, the University of Prince Edward Island is an emerging star. UPEI offers a vibrant research milieu and ranks first in research funding growth among Canadian comparators.

The Canada Excellence Research Chairs program (cerc.gc.ca) has invited UPEI to submit one of the forty nominations being considered for the final phase of the prestigious CERC award. UPEI's CERC will join the Centre for Veterinary Epidemiological Research, an internationally recognized centre for research excellence in population health and aquatic health sciences at UPEI's Atlantic Veterinary College.

UPEI is seeking potential nominees with vision, a renowned research program, and an exceptional record of leadership and scientific achievement.

Instructions for application are provided at upei.ca/research/chairs. UPEI is an equal opportunity employer and encourages applications from qualified women, Aboriginal people, persons with a disability, and racially visible persons.

UPEI
UNIVERSITY
of Prince Edward
ISLAND

550 University Ave.
Charlottetown, PE
Canada C1A 4P3
upei.ca

people • excellence • impact

Director
School of Social Work and Human Services

The University of the Fraser Valley invites applications for the position of Director of the School of Social Work and Human Services. This is a five-year term appointment with the possibility of renewal for a second term. Located within the Faculty of Professional Studies, the School of Social Work and Human Services offers degree, diploma and certificate programs in generalist and specialized areas. These include a BSW (Generalist & Child Welfare Option), a Diploma in Social Services (Generalist & First Nations Option), a Community Support Worker Certificate and Substance Abuse Counseling Certificate. An MSW program is planned to commence in September 2010. The BSW program is fully accredited by the Canadian Association of Social Work Educators.

UFV is a teaching-intensive, regional multi-campus university with a current enrolment in excess of 11,000 students pursuing more than 80 degree, diploma and certificate programs. The university is committed to teaching excellence and this goal is realized through small class sizes, support for research and scholarship, and strong linkages to our communities of practice.

The School has developed collaborative relationships with the Stoic Nation and all BSW students take a required course in Aboriginal Social Work. The Director of the School of Social Work and Human Services is the academic leader and administrative head responsible for all programs delivered through the School. Responsibilities include program management, recruitment of faculty, program development, community liaison, and maintenance of accreditation status. The Director will have the ability to encourage collaborative interdisciplinary teaching and learning and applied research; support and mentor faculty development in a collegial working environment; and create and maintain a strategic plan for the realization of the vision of the School. Leadership will involve building and maintaining relations within the School and the broader university community, the local social policy and social service communities, and various professional associations.

Candidates should possess an MSW and a PhD in social work or a related field (PhD candidates nearing completion will also be considered). Applicants are expected to have administrative and university teaching experience, as well as a record of scholarship and knowledge of the professional community. Candidates should also be able to demonstrate their organizational and leadership skills in team building, strategic planning and community engagement. Knowledge of the Canadian social welfare context and Aboriginal social work practice would be assets.

Direct resume, including evidence of appropriate qualifications, by September 15, 2009, referring to POSTING 2009.71, to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2M 6Y8; Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.uwfvc.ca; Email resumes to: erinfo@ufvc.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UFV will contact only candidates receiving an interview. We thank all applicants for considering UFV for employment. UFV is committed to the principle of equity in employment.

Full details at www.ufv.ca/careers

CAREERS CARRIÈRES

computer interaction with computer engineering perspective. 2. VLSI with special interests in wireless communication VLSI circuits and systems, or in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in a recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via e-mail at hr@uwaterloo.ca. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline as an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in a recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via e-mail at hr@uwaterloo.ca. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electronic Mechanical Systems leading to biochip and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS) expanding into new RF-related areas including biomedical and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies at both material and device levels and potential expansion into bio applications. The ECE department is home to the Gigascale-Nano Laboratory (<http://eece.uwaterloo.ca/~nsd>) and the Centre for Integrated RF Engineering (<http://www.cirf.uwaterloo.ca>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will

also be an active partner of the Quantum Nano Centre (QNC), a new \$100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via e-mail at hr@uwaterloo.ca. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

ELECTRICAL ENGINEERING — Carleton University. Applications are invited for a tenure-track position at the Assistant Professor level, in the area of power systems relevant to renewable energy sources. Exceptional teaching ability and strong research achievements with a practical focus are required. The candidate will complement the

existing strengths in the Department of Electrical and Computer Engineering in "smart technologies" for power generation and distribution for our new program on Sustainable and Renewable Energy Engineering. The successful candidate will also teach in the graduate program of the Department. The Department has a long history of research excellence in semiconductor device technology and physics, mixed-signal and analog VLSI, sensor and MEMS technology, microfluidics and photonics, and CAD for circuits and semiconductor devices. The Department has superb infrastructure to support research in these fields, including a complete silicon microfabrication facility (www.doe.carleton.ca for details). Strong research collaboration exists with the National Research Council, the Communications Research Centre, and local industry. Carleton University is located in the heart of Ottawa, Canada's capital. The city is renowned for its high quality of life, cultural activities, and outdoor recreation. Applications, with a detailed CV and the names of three referees, should be sent to: Dr. Q. J. Zhang, Chair, Department of Electronics, Room 5170 Mackenzie Engineering Building, Carleton University, 1125 Colonel By Ave., Ottawa, ON, K1S 5B6. Email: qjz@carleton.ca. The anticipated start date is January 1, 2010. Carleton University is committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship including, but not limited to, women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. Applications from Canadians and permanent residents will be given priority.

ENGLISH — University of Waterloo. The Department of English Language and Literature at the University of Waterloo invites applications for an open rank position in support of our programs in creative and professional writing, communication design, and digital media. We are particularly interested in candidates specializing in writing studies, linguistics, and genre studies. Candidates from other areas of expertise to be considered include (but are not limited to) the history of rhetorical thought, critical discourse analysis, and postcolonial studies. The successful candidate for this position must have an outstanding research and publication record; it will be considered an asset to have a strong record of external funding. The successful candidate will be offered a wide range of teaching experiences from first-year undergraduate courses through to graduate teaching and supervision of doctoral students. In addition to undergraduate programs in Literature and Rhetoric and Professional Writing (RPW), the department is planning undergraduate specializations in English Literature in a

Global Context and in Digital Media Studies. The Department offers innovative MA programs in Literary Studies (LS) and Rhetoric and Communication Design (RCD), and is planning a new MA in Experimental and Digital Media (XDM). We also offer a unique PhD that integrates literary studies with fields of rhetoric, discourse and text analysis, and

digital media theory and design. As the Department promotes an integrated research culture, secondary expertise in a field of literary study is also welcome. The teaching load is 2 + 2, which normally includes one graduate course. Please visit our website at <http://english.uwaterloo.ca> for more information. An appointment date of July 1st,

2010 is preferred. The successful candidate will have the opportunity to participate in the growth at Graduate Studies and the Humanities in the University of Waterloo's Faculty of Arts, as well as to be part of a burgeoning interdisciplinary community that is situated on UW's main campus, at the Original Media Convergence Centre downtown

The University of British Columbia | Okanagan

BC Regional Innovation Chair in Water Resources & Ecosystem Sustainability



The University of British Columbia Okanagan invites applications for the BC Regional Innovation Chair in Water Resources and Ecosystem Sustainability. The anticipated start date is January 1, 2010. Public and private sectors in British Columbia invest substantially in research and monitoring of freshwater resources to ensure water and ecosystem protection for the future. An outstanding scholar is sought who will lead, in consultation with First Nations and other governmental and community stakeholders, the development and integration of interdisciplinary and innovative approaches to best management and stewardship of water resources and ecosystem functioning. We particularly encourage applications from those having demonstrated expertise and experience in the application of scientifically informed approaches to the development of public policy instruments and public engagement strategies that lead to conservation and management of freshwater resources and ecosystems within the context of sustainable development.

The successful candidate will have a PhD with a strong research agenda, exceptional communication skills, an established track record of working effectively with stakeholders on applied problems and demonstrated excellence in teaching at both the undergraduate and graduate levels. It is expected that this tenure appointment will be made at the Associate Professor level. The position will be affiliated with one or more of the programs within the Irving K. Barber School of Arts and Sciences. The Chair will be expected to contribute to sustainability initiatives at UBC, including the activities of the recently formed Okanagan Sustainability Institute.

Applications including a cover letter, curriculum vitae, evidence of teaching ability, proposed program of research and the names and contact information of three referees should be submitted to recruitment.bas@ubc.ca. We will begin reviewing applications in September 2009. Documents must be submitted in electronic format as e-mail attachments. Acceptable formats include Microsoft Word (.doc), Rich Text Format (.rtf), and Adobe Acrobat (.pdf). When e-mailing application materials, please include the competition title BCRC-09 in the subject line. For more information about the position, contact Dr. Louise Nelson (louise.nelson@ubc.ca). For more information about UBC Okanagan, visit our website at: <http://web.ubc.ca/okanagan/welcome.html>.

UBC Okanagan hires on the basis of merit and is strongly committed to diversity within its community and especially welcomes applications from women, visible minority group members, Aboriginal peoples, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to diversification of ideas. However, Canadians and permanent residents of Canada will be given priority. All appointments are subject to budgetary approval.

Tier 1 Canada Research Chair in Biorefining Processes or Bioenergy Research

Lakehead University invites applications and nominations of internationally recognized and respected scholars to be considered for a Tier 1 Canada Research Chair (CRC) in Biorefining or Bioenergy Processes. Candidates will focus on the development of novel bioproducts or bioenergy from forest biomass through transformative biological, biochemical, and/or thermo-chemical conversions technologies (such as microbial fermentation, enzymatic transformation, pyrolysis/gasification, and catalytic processing). The Chair should have expertise in one or more following disciplines including biology, applied microbiology, biochemistry, and chemical or bioprocess engineering. The Chair's areas of interest will include identifying biorefining pathways to specialty and commodity bioproducts or bioenergy: lignin, cellulose, hemicellulose or residual streams such as bark, sawdust, and sludge. The Chair's expertise will complement research underway at Lakehead University's Biorefining Research Initiative and support research collaborations with FPInnovations and the forest industry sector.

The successful candidate will collaborate with three Biorefining Research Chairs already established at Lakehead University's Biorefining Research Initiative to build a world-class program to deliver new bioproducts or bioenergy for forestry industry installations. For more information about BRI and the BRI team, visit <http://lubi.lakeheadu.ca>.

The successful candidate will hold a doctorate degree and have excellent research credentials and a demonstrated record of securing external research funding. Tier 1 candidates must be researchers of international stature who can bring an innovative perspective to the university in carrying out and leading research, training researchers, and contributing to the PhD programs in Biotechnology and/or Forest Sciences. Furthermore, candidates are expected to have extensive research experience and all the qualifications for a tenured appointment at the rank of full professor or associate professor. Associate professors are expected to be promoted to the full professor level within one or two years of the nomination. Appointment is for an initial seven-year term and is renewable every seven years.

Lakehead University offers on campus and community-based programs, continuing education and distributed learning, and graduate programs at the Master's and Doctoral levels. Lakehead is a comprehensive university providing an impressive array of programs in professional, arts, and sciences and the west campus of the Northern Ontario School of Medicine. The University has an enrolment of approximately 7,500 students, with a large Aboriginal contingent at the Thunder Bay campus. The Orillia campus, which has just unveiled its first permanent building, will be the first official Leadership in Energy and Environmental Design (LEED) Platinum university campus in Canada.

For more information on these and all other positions as well as a complete listing of teaching opportunities and detailed course descriptions, please visit our website at

<http://hr.lakeheadu.ca/employment.php>.

Applications and nominations including a curriculum vitae, seven-year research plan, and three publications that demonstrate a significant contribution to the field should be sent to:

Dr. Rui Wang, Vice-President Research, Lakehead University, Thunder Bay, Ontario P7B 5E1

In addition, three confidential letters of recommendation should be sent under separate cover to Dr. Wang by the candidate's referees. Review of applications will begin on October 1, 2009.

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC program, please visit the program website at: www.chairs.gc.ca.

Lakehead University is an Equal Opportunity Employer. The CRC program imposes no restrictions with regard to nationality or current country of residence.

Lakehead University is a comprehensive institution with over 7,500 students and over 2,000 faculty and staff. The University has a main campus in Thunder Bay, Ontario and a branch campus in Orillia, Ontario. Lakehead offers a variety of programs at the undergraduate and graduate levels, including the PhD.

Lakehead
UNIVERSITY

lakeheadu.ca

CAREERS CARRIÈRES

Kitchener, and at UW's Stratford campus. The University of Waterloo is a research-intensive public institution, with the largest and most successful cooperative education program in North America. In last year's Maclean's Magazine national rankings, Waterloo was named one of the top three comprehensive universities in the country and has ranked as the "Best Overall" university in Canada in the national reputational survey in 15 out of the last 17 years. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin on 30 October 2009. Please send a letter of application, Curriculum vitae, and supporting documents (writing sample and media portfolio, if available), and arrange for three letters of reference to be sent to: Dr. Fraser Easton, Chair, Department of English Language and Literature, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of ethnic minorities, Native peoples and persons with disabilities. This appointment is subject to the availability of funds.

ENGLISH — St. Jerome's University, St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. The

Department of English at St. Jerome's University invites applications for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2010. The successful candidate will have a PhD in English with expertise in contemporary British literature. The ability to teach contemporary diasporic or world literature is also desirable. An interest in contributing to interdisciplinary programs, such as Sexuality, Marriage and Family Studies, Legal Studies, Medieval Studies, and Human Sciences would be an asset. The successful candidate should be prepared to participate in the teaching of communications courses designed for students outside the Arts faculty. There may also be an opportunity to take part in graduate teaching and supervision in the University of Waterloo graduate program. Faculty members must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a strong research agenda. As of May 1, 2009 the base salary for an Assistant Professor is \$58,158. Candidates should send a letter detailing their interest in and suitability for the position, a curriculum vitae, a teaching portfolio/outline with a statement of teaching philosophy, an outline of research agenda, any sample publications, and three confidential letters of recommendation. Applications from women and those who are familiar with the traditions of the Roman Catholic faith are encouraged. Please send applications to: Dr. Norm Klassen, Chair, Department of English, St. Jerome's University,

290 Westmount Rd N, Waterloo, ON, Canada, N2L 3G3. St. Jerome's University is committed to the principles of employment equity and in accordance with Canadian Immigration requirements this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. All applications must be submitted by November 1, 2009. For further information on St. Jerome's University, visit www.sju.ca. **ENTREPRENEURSHIP** — University of Western Ontario, The Richard Ivey School of Business is Canada's premier business school and is recognized worldwide for the quality of its management education and research. The School seeks candidates for faculty positions in the area of Entrepreneurship at the ranks of tenure-track Assistant Professor, tenured Associate Professor or tenured Professor. The positions are available to begin in July 2010. The ideal candidate for the senior position will be a significant scholar with a strong publication and teaching record and links to practice through executive education, consulting experience and/or past work experience. While the primary emphasis of the position will be Entrepreneurship, disciplinary backgrounds in Marketing, Finance, Strategy, and Organizational Behaviour will be considered. Priority will be given to those whose research interests overlap with the School's Cross-Enterprise research centers. Limited Term or Visiting appointments will also be considered. This position is subject to budget approval. Applicants should have fluent written and oral communication skills

in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Although applications will be accepted until the position has been filled, for information on how to apply and for additional information about Ivey, please visit our websites at www.ivey.uwo.ca/faculty/Career_Opns.htm, <http://www.ivey.uwo.ca/faculty/centres.htm>, <http://www.ivey.uwo.ca/faculty/centres.htm>, Email: facultypositions@ivey.ca. **ENVIRONMENTAL SCIENCE** — University of Waterloo. The University of Waterloo is seeking nominations and applications from established Canadian and international researchers in the area of Ecological Research Chair in Ecological Science. The CER program was recently established by the Government of Canada for the purpose of developing internationally recognized programs in critical areas of research and innovation. The expectation is that 20 Chairs will be established with each funded by CER at a rate of ten million dollars (including salary) over seven years. Additional matching funds will be made available through the University and research partnerships. For further information concerning the CER program and water research at the University of Waterloo, please see: <http://www.research.uwaterloo.ca/institutional/funding/cerc.htm>. Canadian

have a growing reliance on groundwater for domestic supply, industrial and agricultural production and energy extraction. As a consequence, sustainability of supply has become an issue of national concern. Current regulations and policies generally require that in order to meet the goals of sustainability, the use of groundwater must not have a significantly adverse effect on aquatic ecosystems. However, the science necessary to understand the complex interactions between groundwater discharge and ecosystem health is in its infancy. The proposed multidisciplinary research program is directed at filling this void in our knowledge of the natural environment. The CER in Ecological Science provides an exceptional opportunity for an established researcher to develop a dynamic program with far-reaching scientific and social implications. As a multi-disciplinary topic, suitable technical backgrounds could include hydrogeology, aquifer ecology, water resource engineering, watershed management, applied mathematics and water policy and governance. The successful candidate will have an established record of research in a relevant field, and a proven ability to develop and direct multidisciplinary research programs. The appointment will be made in the Faculty and Department most appropriate to the background and interests of the successful candidate. The appointment will be tenured or tenure track, will be made at the rank of Associate Professor or Professor, and is

subject to approval by the CER Selection Board. Salary will be competitive and commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. Candidates should submit a letter of application, curriculum vitae and names of three references. Please direct application materials, nominations and inquiries to: Dr. George Oden, Vice-President, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Tel: 519-888-4889, Fax: 519-725-9971, E-mail: gdoden@uwaterloo.ca.

ENVIRONMENTAL STUDIES — McGill University. Applications are invited for a joint tenure-track position at the Assistant Professor level in the Department of Geography and the McGill School of Environment in Urban Ecology/Sustainability beginning on July 1, 2010. Urbanization is one of the primary processes responsible for global transformation of ecosystems and landscapes. A grand challenge for our times is to build knowledge of how urban places can be transformed to support human development and sustainability. That knowledge requires, in turn, knowledge that is of critical importance given the current trajectory of global climate change. The person who fills this position will conduct research that contributes to our understanding of how complex urban systems respond to, and in turn drive, environmental perturbations across scales from the local to global. The person would have expertise in ecology and sustainability, and in innovative approaches to achieving a sustainable interface between the urban setting and the non-urban environment. This position will provide an important addition to undergraduate and graduate programs offered by the School of Environment (http://www.mcgill.ca/ese/) and the Department of Geography (http://www.geog.mcgill.ca/), and has the potential to contribute to programs in Sustainable Development, Urban Systems. There would also be potential interactions with other Departments with interests in the environment, such as Biology, Natural Resource Sciences, and the School of Urban Planning. Applicants must possess a PhD or expect to graduate by summer 2010, and have demonstrated research experience in research, teaching and communication. Salary will be commensurate with qualifications and experience. The successful candidate may be nominated for a Canada Research Chair in the NSERC area. McGill University is committed to equity in employment and diversity. It welcomes applications from all qualified persons, including women, persons of ethnic minorities, visible minorities, ethnic minorities, persons with disabilities, women, persons of ethnic minorities, and persons of other sexual orientations and gender identities and others who may contribute to our further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Candidates should ensure that their curriculum vitae, statements of teaching specialization and research interests, up to three references and letters from three referees are sent to the following address. The review of applications will begin November 1, 2009 and applications will be accepted until the position is filled. Dr. Tim Moore, Chair, Department of Geography, Dr. Marilyn Scott, Director, McGill School of Environment, 3805 Avenue du Parc, 805 Sherbrooke St West, Montreal, Quebec, Canada, H3A 2K6, phone: 514 398-4112, fax: 514 398-7437, e-mail: recruit.geog@mcgill.ca.

Tier 2 Canada Research Chair Positions

Lakehead University invites applications from internationally recognized and respected scholars in the social sciences and humanities to be considered for two Tier 2 Canada Research Chair (CRC) positions within the following research areas:

Canada Research Chair in Environmental Education

Candidates should be firmly grounded in educational theory, research and practice, yet also understand that environmental problems are complex socio-ecological phenomena and that environmental education thus must be interdisciplinary. Lakehead University is interested in candidates who conduct research that exists at the convergence of education and the environment and that demonstrably improves the capacity of humans to understand and live as part of flourishing natural and social environments. Research could focus on environmental educational initiatives in formal, non-formal or informal settings. Examples of research foci could include, but are not limited to: the use of natural environments to advance learning; historical, sociological or philosophical analyses of trends in environmental education; the impact on environmental education of intersectional analyses of the connections between social and environmental justice; or the measurement and evaluation of particular approaches to environmental education (e.g., place-based learning, experiential learning, environmental literacy). The Chair is expected to take a leadership role in establishing and facilitating interdisciplinary initiatives in environmental education at Lakehead University.

Canada Research Chair in Sustainable Northern Community Development

Candidates will be expected to conduct and coordinate interdisciplinary social science research that addresses sustainable community development in Northern Canada. The research scope will include northern Ontario, with broader application to other provincial and circumpolar 'Norths'. The successful candidate will undertake applied research in communities confronting novel, rapidly changing, unpredictable, largely externally induced environmental, social, and economic situations. s/he will seek to contextualize such changes, exploring means of economic diversification, social resilience, and sustainability. Such research will be community-based and oriented towards problem solving, but may have a local, regional or international perspective. We welcome applicants from diverse fields including anthropology, economics, geography, history, sociology, social work, tourism, and other social sciences and humanities disciplines.

The successful candidates will hold a doctoral degree and have excellent research credentials and a demonstrated record of, or potential to attract external research funding. Tier 2 positions are intended for emerging scholars with the potential to retain or achieve international recognition in their fields in the next five to ten years. Successful candidates must be able to work effectively with undergraduate and graduate students. Candidates must have the necessary qualifications to be appointed as a tenured or tenure-track professor at the Assistant or Associate Professor level. CRCs will have the opportunity to work collaboratively with researchers throughout the university, as well as the wider community. Normally, the Tier 2 CRC competition is open to candidates who have at most 10 years' experience from the highest degree at the time of nomination.

Lakehead University offers on-campus and community-based programs, continuing education and distributed learning, and graduate programs at the Master's and Doctoral levels. Lakehead is a comprehensive University providing an impressive array of programs in professional, arts, and sciences and the west campus of the Northern Ontario School of Medicine. The University has an enrolment of approximately 7,500 students, with a large Aboriginal contingent at the Thunder Bay campus. The Onlia campus, which has just unveiled its first permanent building, will be the first official Leadership in Energy and Environmental Design (LEED) Platinum university campus in Canada.

For more information on these and all other positions as well as a complete listing of teaching opportunities and detailed course descriptions, please visit our website at

<http://hr.lakeheadu.ca/employment.php>.

Applications and nominations including a curriculum vitae, five-year research plan, and three publications that demonstrate a significant contribution to the field should be sent to:

Dr. Rui Wang, Vice-President Research, Lakehead University, Thunder Bay, Ontario P7B 5E1

In addition, three confidential letters of recommendation should be sent under separate cover to Dr. Wang by the candidate's referees. Review of applications will begin on October 1, 2009.

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC program, please visit the program website at: www.chairs.gc.ca.

Lakehead University is an Equal Opportunity Employer. The CRC program imposes no restrictions with regard to nationality or current country of residence.

Lakehead University is a comprehensive institution with over 7,500 students and over 2,000 faculty and staff. The University has a main campus in Thunder Bay, Ontario and a branch campus in Onlia, Ontario. Lakehead offers a variety of programs at the undergraduate and graduate levels, including the PhD

Lakehead
UNIVERSITY

lakeheadu.ca

interests and philosophies, evidence of teaching competence, and three confidential references. The application and recommendation forwarded by referees under separate cover, should be sent in hard copy by October 15, 2009 to the Châli, Dr. Vittorio Frigère, Department of French, Dalhousie University, Halifax, NS B3H 4P9. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employer/University/Affirmative Action Employment. The University is committed to the recruitment and retention of Aboriginal people, persons with a disability, racial/visible persons and women.

■ **FRENCH (LANGUAGE & CULTURE)** – Dalhousie University, The Department of French Language and Culture is accepting applications for a limited term post (24 months, full-time term), at the Lecturer/Assistant Professor level in the area of French Language and Culture, effective July 1, 2010. This po-

fron is subject to budgetary approval. Primary responsibilities will include teaching French language & culture classes at the undergraduate level. Ideally, the candidate will have experience teaching spoken French, business French and/or French civilization classes. A good knowledge of CALL resources, tools and methods is required. Candidates must have a PhD or PhD in hand with a specialization in French linguistics, literature or culture and they should possess native or near-native fluency in French. Applications, which should include a letter of application,

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UNIVERSITY OF
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LEAD THE FUTURE
IN NURSING EDUCATION

THE UNIVERSITY OF REGINA is a comprehensive university with a growing national reputation for excellence in teaching and research, attracting the best and brightest minds and preparing them to excel in the global community. Make a difference as their...

FOUNDING DEAN, FACULTY OF NURSING

The University of Regina recently established a Faculty of Nursing in response to the new nursing education strategy announced by the Government of Saskatchewan in February, 2009. Partnering with the Saskatchewan Institute of Applied Science and Technology (SIAT) the University is poised to deliver the Saskatchewan Collaborative Nursing Programs. Our Vision is to build a scholarly teaching and research community, working collaboratively with Health Care and First Nations Partners to provide nursing education that promotes critical thinking, ethical practice and lifelong learning. Our graduates will demonstrate leadership as clinicians, researchers, educators and administrators. For more information please visit www.uregina.ca

The University of Regina is seeking an experienced, collaborative and visionary nursing leader and educator, to build the new Faculty of Nursing and, to lead the new Saskatchewan Collaborative Nursing Programs in partnership with SIAST. The Dean is an integral member of the Senior University Leadership Team and will play a pivotal role in developing these new programs in collaboration with our partners. The Dean is defined under the University of Regina Act as the Chief Executive Officer of the Faculty and as such will be expected to provide dynamic, strategic and visionary academic leadership by promoting excellence and integrity.

The successful candidate will have a PhD in a relevant field, university teaching and research experience in nursing, a track record of successful program coordination and supervisory experience, and will be eligible for registration with the Saskatchewan Registered Nurses Association. Experience with working in Collaborative Nursing Programs, inter-professional education and/or Aboriginal health would be a distinct asset.

Consideration of candidates will begin in October, 2009 and will continue until the position is filled. Candidates are sought for a tenured academic appointment to begin as early in the 2009-2010 academic year as possible.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

To learn more about this unique and exciting leadership opportunity please contact Alex Verdecchia or Maureen Geldart at (604) 926-0005 or submit an application, including a CV, letter of introduction and the names and contact information of three references in confidence to THE GELDART CONSULTING GROUP INC. or email info@thegeldartgroup.com.

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CAREERS CARRIÈRES

Field Education Coordinators
School of Social Work

» Reference Numbers: VPA-SOWK-2009 005 / 006

Applications are invited for two field education coordinator positions who will share responsibility for all aspects of coordinating field internships and providing field instruction to BSW and MSW students. This work will occur in collaboration with other field personnel in the program, all of whom report to the Director of the School of Social Work. Duties include planning, developing and monitoring field internships; recruiting and supporting field instructors; providing field instruction to a selected number of students; participation in program planning and evaluation; delivering field instructor education initiatives; maintaining liaison with field agencies and field instructors; participating in relevant committees within and outside the School, and assigning grades to field students.

Applications are welcome from individuals with a Masters Degree in Social Work who have a minimum of five years in professional social work practice; registration with the NLASW and experience in administration, clinical practice, field instruction and training/course delivery.

The School is committed to social justice and prepares graduates for ethical, competent and innovative practice. The BSW program is a full time four year program that emphasizes general practice in urban and rural settings. The MSW program can be completed on a part time or full time basis. Both programs are accredited by the CASWE.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to approximately 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Salary: \$53,107-\$83,329

Closing date is: September 25th, 2009.

Applicants should include: a letter of application; a current curriculum vitae; samples of scholarly related work, and names and contact information of three current references.

Address Applications to:

Vice-President (Academic)

Memorial University of Newfoundland
St. John's, NL, A1C 5S7

Tel: 709-737-8246, Fax: 709-737-2074

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.



complete curriculum vitae, a statement of research and teaching interests and philosophies, evidence of teaching competence, and three confidential original letters of professional recommendation forwarded by referees under separate cover, should be sent in hard copy by October 15, 2009 to the Chair, Dr. Vittorio Frigerio, Department of French, Dalhousie University, Halifax, NS B3H 4P9. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employment Equity/Alternative employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

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GERMANIC & SLAVIC STUDIES — University of Waterloo

The Department of Germanic and Slavic Studies at the University of Waterloo invites applications for a newly endowed position, the Right Honourable John George Diefenbaker Memorial Chair in German Language Studies. The Department is seeking an outstanding scholar and teacher who will lead the discipline in new directions. The Chair's mandate is novel: to stimulate interest in matters Germanic on local, national, and international levels through public intellectual activism and educational innovation. The chair holder's disciplinary base will be German-language literature (from 1750 to today) supplemented by interest and experience in one or more related disciplines such as the visual arts, film studies, intellectual history, and applied linguistics. The successful candidate will take on a public role in articulating a place for literary studies in today's society, and in so doing contribute to a new vision of the profession in a contemporary international context in addition to making use of the standard avenues of university teaching and scholarly publishing to disseminate research. The chair holder will pioneer inventive ways of connecting and communicating with constituencies both inside and outside of academia. German Studies at the University of Waterloo is a robust enterprise offering programs leading to the BA, MA, and PhD in German. The current staff of eight tenured professors possesses expertise in German and Austrian literature (18th-20th centuries), film, and applied linguistics. The department is tied to the Waterloo Centre for German Studies, an endowed research institute that also operates a range of intellectual and cultural programming. The University, named the most innovative university in Canada for 17 years in a row, is located in one of the fastest growing regions of the country. The appointment will be tenured; salary and rank (either Associate or Full Professor) will be commensurate with qualifications and experience. Nominations and applications for this prestigious position should be sent to the Department Chair. Applications, including a cover letter, curriculum vitae, and the names of three referees, should be sent in electronic format only directly to: Dr. James M. Skidmore, Chair, Department of Germanic and Slavic Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: 519-888-4567, x33687; E-mail: skidmore@uwaterloo.ca; Web: www.germanicandslavic.uwaterloo.ca/diefenbakerchair. The department will begin reviewing applications immediately. The position will remain open until it is filled, and the starting date is negotiable. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

GERONTOLOGY/GERIATRICS — University of Waterloo

The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between UW, its Research Institute for Aging, RJI Schlegel Holdings, Inc., and Oakwood Retirement Communities Inc. a dynamic and innovative organization that features eight senior's residences in mature care, Retirement Home, Apartment located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psychosocial, and economic outcomes in the geriatric setting; develop and use data-explicit and non-explicit population based methods to optimize the uses of medications; and for the identification or confirmation of adverse events, characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly in addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels — theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2009, the School will ultimately be home to 450 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Schools of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference (in an outline 1-2 pages) of the proposed scholarly activity, 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans- and/or multi-disciplinary research or practice innovation. Please direct complete applications via email to pharmjob@uwaterloo.ca. Applications are accepted until suitable candidates are found. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

Royal Military College of Canada

Two Tenure-Track Positions
Physics

The Department of Physics at the Royal Military College of Canada invites applications for two tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience.

The required qualifications are a PhD in physics or a closely related field, acceptable background to teach undergraduate and postgraduate physics courses, acceptable experience conducting research in a physics-related field and the potential to attract research funding. Although excellent candidates in all fields of expertise are sought, preference will be given to those who have a demonstrated expertise in one of the Department's main fields of research: Acoustics and Oceanography, Material Science, and Space Science.

The successful candidates must be prepared to teach a broad range of courses at the undergraduate level in the physics program, and to participate in the development and supervision of undergraduate students in the laboratory and in student projects. The candidates will also be actively involved in graduate-level teaching and supervision and will be required to conduct active research programs in a field compatible with current areas of research interests within the department. At least one of the positions will be for a person who will teach primarily in French.

These are bilingual positions, which require an ability to read, comprehend and communicate in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various language requirements.

The salary range is \$49,164 to \$89,775 per annum for Assistant Professor, plus an annual Termination Allowance. Please note that salaries will change in accordance with the Collective Agreement as of July 1 2010. The Collective Agreement is available online at the following website: http://www.tbs-sct.gc.ca/pubs_pol/trpbus/coll_agre/ut-ut-eng.asp. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Research start up funds can be negotiated at the time of employment. RMC faculty are also eligible to apply for NSERC grants. In addition to internal ARP grants. Interested candidates should send a cover letter quoting the following reference number (K2009015) as well as their curriculum vitae, a copy of their academic transcripts, a summary of research interests, three sample publications and three references to:

Faculty Services
Royal Military College of Canada
PO Box 17000 Station Forces
Kingston, ON K7K 7B4
faculty.services@rmc.ca



Please note that sample materials will not be returned to the applicants. The expected starting date for the position is 1 July 2010. A later starting date may be negotiated. The closing date for the competition is 15 October 2009.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates are required to state their citizenship in their application. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cmc.ca/cicci/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

Conformément à la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens canadiens. Les candidats doivent indiquer leur citoyenneté dans leur demande. Les candidats qui détiennent des diplômes internationaux doivent fournir une preuve de leur équivalence canadienne. Pour de plus amples renseignements, veuillez consulter le site du Centre d'information canadien sur les diplômes internationaux à l'adresse <http://www.cmc.ca/cicci/>. Le Collège militaire royal du Canada est un établissement mixte et bilingue, et ce poste est offert également aux femmes et aux hommes.

Canada

Collège militaire royal du Canada

Deux postes menant à la permanence
Physique

Le Département de physique du Collège militaire royal du Canada est à la recherche de candidats pour deux postes menant à la permanence du niveau de professeur adjoint ou, exceptionnellement, d'un niveau correspondant à l'expérience des candidats. Il vous faut un doctorat en physique ou dans un domaine connexe, des antécédents acceptables pour enseigner des cours de physique aux premier et deuxième cycles, une expérience acceptable de recherche dans un domaine lié à la physique et être en mesure d'obtenir du financement pour vos recherches. Bien que nous soyons à la recherche d'excellents candidats dans tous les champs d'expertise, la préférence sera accordée aux personnes qui ont une expertise confirmée dans l'un des principaux domaines du département : acoustique et océanographie, science des matériaux et sciences spatiales. Les candidats retenus doivent être prêts à enseigner un large éventail de cours dans le cadre du programme de physique de premier cycle et à participer au perfectionnement d'étudiants à la supervision d'étudiants de premier cycle dans un laboratoire et dans le cadre de projets étudiants. En outre, les candidats devront participer activement à l'enseignement et à la supervision des étudiants de deuxième cycle et seront appelés à diriger des programmes de recherche active dans un domaine correspondant aux intérêts de recherche actuels du département. Au moins un des postes devra être occupé par une personne enseignant principalement en français. Ces postes sont bilingues et exigent la capacité de lire, de comprendre et de communiquer dans les deux langues officielles (profil linguistique : PPP/PPP). Si aucun candidat ne satisfait à ces exigences, une liste d'admissibilité peut être établie et les candidats qui participent à ce concours peuvent être évalués en vue de la dotation de postes semblables avec diverses exigences linguistiques. L'échelle salariale d'un professeur adjoint est de 49 164 \$ à 89 775 \$, plus une indemnité provisoire annuelle. Veuillez noter que les salaires changeront conformément à la convention collective à partir du 1 juillet 2010. De l'information sur la convention collective se trouve sur le site http://www.tbs-sct.gc.ca/pubs_pol/hrpbus/coll_agre/ut-ut-fra.asp. Le salaire de départ sera établi en fonction de l'expérience et des compétences. La nomination sera assujettie à une période de probation de 36 mois. Des fonds initiaux de recherche peuvent être négociés au moment de l'embauche. Les professeurs du CMR sont également admissibles à des subventions du Conseil de recherches en sciences naturelles et en génie (CRSNG) ainsi qu'à des subventions internes du Programme de recherches appliquées (PRA). Les personnes intéressées doivent faire parvenir une lettre de candidature citant le numéro de référence (K2009015), leur curriculum vitae, une copie de leurs relevés de notes, un sommaire de leurs intérêts de recherche, trois échantillons de leurs publications et le nom de trois références à l'adresse suivante :

Services du Corps Professoral
Collège Militaire Royal du Canada
CP 17000, Succursales Forces
Kingston, ON K7K 7B4
faculty.services@rmc.ca

Veuillez noter que les échantillons ne seront pas retournés aux candidats. La date de début d'emploi anticipée est le 1er juillet 2010, mais une date ultérieure peut être négociée. La date de clôture du concours est le 15 octobre 2009.

CAREERS CARRIÈRES

Concordia University
Arts and Science

CANADA RESEARCH CHAIRS

Concordia University's Faculty of Arts and Science is the third largest academic faculty in Canada. Home to 27 academic units, the Faculty is leading Concordia University in Montreal to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, humanities, and social sciences, the Faculty invites applications for the following Canada Research Chairs (CRC) positions, each of which is directly linked to priority areas in Concordia University's Strategic Research Plan (2008-12): <http://oar.concordia.ca/formsandreferencedocuments/strategicresearchplan/>

The goal of the CRC program is to ensure that Canadian universities "achieve the highest levels of research excellence to become world-class research centres in the global, knowledge-based economy." Concordia University's academic culture celebrates research, creativity, and the transfer of knowledge in many ways that are ideal for today's innovation-driven society. The strategic deployment of CRCs is an integral part of Concordia's overall plan to promote and develop its research enterprise.

In order to successfully compete for a CRC award, candidates are expected to have an outstanding and innovative research program, and the ability to attract excellent graduate students. Tier II CRCs will be "exceptional emerging researchers" who at an early phase of their careers (i.e. within 10 years of completing their PhD) have demonstrated the promise of a strong research profile and the potential to be leaders in their field.

Tier II CRCs are awarded for five years and are renewable once. These positions offer an attractive salary, an annual research stipend, reduced teaching loads, and the opportunity to apply for start-up infrastructure through the Canada Foundation for Innovation (CFI) Leaders Opportunity Fund (LOF).

BIOLOGY

The Department of Biology invites applications for one Tier II Canada Research Chair in **Carbon Cycling Biotechnology**. Through this appointment, the Department is seeking to strengthen its leadership position in genomics with emphasis on environmental issues. Candidates must have postdoctoral experience, demonstrated excellence in research and a high potential for teaching. Successful applicants are expected to establish a strong, externally-funded research program and contribute to high quality undergraduate and graduate teaching and effective supervision of graduate students.

Dr. Grant E. Brawn, Chair, Department of Biology
gbrown@alcar.concordia.ca
<http://clane.concordia.ca/biaweb/>

CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry invites applications for a Tier II Canada Research Chair in **Nanobioscience**. The Department, located in the Richard J. Renaud Science Complex, is home to the researchers of the Nanoscience Group which is equipped with state-of-the-art laboratories and instrumentation. The Department welcomes applications from energetic individuals with expertise in biological/biomedical applications of nanotechnology as well as the biological and environmental impact and potential adverse health effects of nanomaterials. The successful candidate will have relevant research experience, an outstanding research record, will be expected to maintain an externally-funded research program, and to teach at the graduate and undergraduate levels.

Jeanne Turnbull, Chair, Department of Chemistry and Biochemistry
jturn@alcar.concordia.ca
<http://chem.concordia.ca>

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for a Tier II Canada Research Chair in **Feminist Media Studies**. We seek a dynamic and visionary researcher who will engage in cutting-edge scholarship and/or research-creation. The CRC in Feminist Media Studies will play a vital leadership role in stimulating interdisciplinary research and/or creation within the contemporary climate of globalization, transnational migration, pervasive economic inequities, the widespread production, circulation and cross-national consumption of cultural commodities, and amidst rapid shifts in technological mediation. Candidates of interest will have a promising record of scholarly/creative achievement within the broad area of feminist media studies, an ability to articulate and realize an exceptional, long-term research agenda, and have a demonstrated commitment to interdisciplinary and collaborative research. The innovative research/creation program to be undertaken by the CRC in Feminist Media Studies will complement and enrich research and scholarship among faculty and graduate students. The ideal candidate will develop an exemplary scholarly and creative presence, mobilize established strengths in our Department and the University, and participate in local and international research networks. Potential research areas include: diasporic identities and migratory experiences; media democracy and community practices; transnational media; social justice issues; indigenous media; media and health; new media technologies; photography and visual culture.

Prof. Rae Stoesen, Chair, Department of Communication Studies
Rae.Stoesen@concordia.ca (inquiries only – e-mail applications will not be accepted)
<http://comm.concordia.ca/>

EDUCATION

The Department of Education and the Centre for the Study of Learning and Performance (CSLP) – a multi-disciplinary research centre of excellence – invite applications for one Tier II Canada Research Chair in **Applied Linguistics**. The successful candidate is expected to take a leadership role in developing avenues of research that build on existing strengths within the Applied Linguistics unit of the CSLP (basic and applied research in second language acquisition) and also forge new links with researchers in areas such as educational technology, early childhood and adult learning, and first and second language literacies. He/she will also have the opportunity to make use of Concordia's SAGE lab, a state-of-the-art language learning research facility, and other CSLP research facilities. Applicants must demonstrate an outstanding record of publications and conference presentations and a strong command of English. A functional knowledge of French is an asset, although this is not a requirement for the position.

Dr. Richard Schmid, Chair, Department of Education
schmid@education.concordia.ca
<http://doe.concordia.ca/>

GEOGRAPHY, PLANNING AND ENVIRONMENT

The Department of Geography, Planning and Environment invites applications for a Tier II Canada Research Chair in **Transportation-Land Use Linkages for Regional Sustainability**. We seek a scholar eager to work collaboratively with a productive group of transportation researchers at Concordia as well as at the three other Montreal universities. The individual should have skills in quantitative and qualitative analyses that could include travel demand modeling or spatial analysis using GIS, social and institutional influences on physical processes, environmental impacts of transportation, and a commitment to formulating and analyzing policies which address problems such as sprawl and greenhouse gas emissions. Ideally, the candidate will be presently finishing post-doctoral work or already have a tenure-track position

elsewhere. The Department is an interdisciplinary unit with faculty members from the social and natural sciences, and graduate programs in Environmental Assessment and Geography, Urban and Environmental Studies.

Dr. J. Zacharias, Hiring Committee Chair
Department of Geography, Planning and Environment
zachar@alcar.concordia.ca
<http://gpe.concordia.ca/>

PSYCHOLOGY

The Department of Psychology invites applications for one Tier II Canada Research Chair in **Clinical Psychology**. We are seeking applicants whose research investigates novel aspects of and/or treatments for specific psychopathologies or health problems, although all applications from all exceptional clinical and/or health researchers will be considered. Clinical researchers in Psychology at Concordia benefit from an internationally recognized and diverse faculty, with a broad range of interests.

Applicants must have a PhD degree from an APA- or CPA-accredited program or the equivalent. Applicants should have a demonstrated ability or potential to build a high-quality clinical and/or health research program, as well as an interest in contributing to clinical training.

Candidates must include a statement outlining clinical experience and domains of expertise for clinical supervision with their applications. One of the letters of reference should speak to the candidate's clinical training and skills.

Dr. Jean-Roch Laurence, Chair, Department of Psychology
psyc@alcar.concordia.ca
<http://psychology.concordia.ca/> (for complete information)

Please send your application to the appropriate departmental contact c/o Concordia University, 1455 De Maisonneuve Blvd. W., Montreal, QC, H3G 1M8. Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact.

The successful candidates for the CRC positions will, in the first instance, be offered an unconditional tenure-track appointment at the rank of Assistant or Associate Professor, as appropriate, in the host department. The candidates will be required to work with their departments and the Faculty to prepare the formal CRC nomination according to the CRC program guidelines. The University will submit the nomination to the CRC Secretariat at the earliest opportunity.

The tenure-track position, linked to the CRC appointment, will begin July 1, 2010. The University will nominate the successful candidates to the CRC Secretariat at the earliest opportunity according to the guidelines of the CRC program. Candidates for all positions must have a completed PhD. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than November 2, 2009. All inquiries about specific positions should be directed to the appropriate departmental contact. For additional information, please visit our website at <http://artsandscience1.concordia.ca/>



UNIVERSITÉ
Concordia
UNIVERSITY

www.concordia.ca

CAREERS CARRIÈRES



Brock
Both Sides of the Brain

Dean, Faculty of Education

Brock University invites applications and nominations for the position of Dean, Faculty of Education. As articulated in the academic plan *Brock 2014 knowledge, engagement, transformation* (www.brocku.ca/carp/academicplan/php) one direction the University will focus on is the preservation and enhancement of the quality of undergraduate programs, emphasizing the education of students for leadership, social responsibility and innovation.

As a member of the University's senior administrative team, reporting to the Provost and Vice-President, Academic, the Dean of Education will play a significant role in University initiatives and in the promotion of the Faculty. Responsible for the leadership, operation and management of the Faculty of Education, including strategic planning, academic development, curricular planning and budgeting, the ideal candidate is an experienced, effective leader with strong interpersonal skills and the ability to foster excellence in teaching and research. An established scholar with extensive academic leadership experience at the departmental and/or other senior level university position, you should have a distinguished record in undergraduate and graduate teaching, demonstrated supervisory experience of graduate students combined with a strong record of research achievement. The Faculty of Education, with 61 full-time faculty members, offers Primary/Junior, Junior/Intermediate, and Intermediate/Senior teacher preparation programs, as well as continuing studies, Native Teacher Education, French Teaching Specialization, Adult Education, Enterprise Education, master's and doctoral programs and a Community Outreach program.

The appointment, for an initial five-year term, will commence July 1, 2010. Consideration of applications and nominations will begin in the fall of 2009. Please include with the application a full curriculum vitae, a statement of interest in the position, a vision for professional and graduate teacher education, and the names and contact information of three referees. Submission of material should be no later than Friday, Oct. 30, 2009, in confidence, to:

Dr. Murray Knuttila, Provost and Vice-President, Academic
Brock University, St. Catharines, ON, Canada L2S 3A1
E-mail: mknuttila@brocku.ca
Fax 905.684.2277
Ph. 905.688.5550 x 4121

Dean, Faculty of Humanities

Brock University invites applications and nominations for the position of Dean, Faculty of Humanities. As articulated in the academic plan *Brock 2014 knowledge, engagement, transformation* (www.brocku.ca/carp/academicplan/php) one direction the University will focus on is the expansion of graduate and professional programs that reflect the University's research strengths and capacity for innovation, particularly in response to areas of emerging need.

As a member of the University's senior administrative team, reporting to the Provost and Vice-President, Academic, the Dean of Humanities will play a significant role in University initiatives and in the promotion of the Faculty. Responsible for the leadership, operation and management of the Faculty of Humanities, including strategic planning, academic development, curricular planning and budgeting, the ideal candidate is an experienced, effective and visionary leader with strong interpersonal skills and the ability to think creatively while fostering excellence in teaching and research. An established scholar with administrative experience at the departmental and/or other senior level university position, you should have experience teaching at both university undergraduate and graduate levels, combined with a strong record of research achievement. The Faculty of Humanities with its 120 full-time faculty members, encompasses 10 departments, six centres as well as the Marilyn I. Walker School of Fine and Performing Arts and the Rodman Hall Art Centre. These are exciting times for the Faculty of Humanities as it looks to increase the number of graduate programs both at the master's and doctoral levels and awaits the construction of the new Marilyn I. Walker School of Fine and Performing Arts.

The appointment, for an initial five-year term, will commence July 1, 2010. Consideration of applications and nominations will begin in the fall of 2009. Please include with the application a full curriculum vitae, a statement of interest in the position, a vision for the direction of the Faculty of Humanities and the School of Fine and Performing Arts, and the names and contact information of three referees. Submission of material should be no later than Friday, Oct. 30, 2009, in confidence, to:

Dr. Murray Knuttila, Provost and Vice-President, Academic
Brock University, St. Catharines, ON, Canada L2S 3A1
E-mail: mknuttila@brocku.ca
Fax 905.684.2277
Ph. 905.688.5550 x 4121

Located at the centre of Canada's beautiful Niagara Peninsula in St. Catharines, Ontario, Brock University is the only Canadian university with the distinction of being part of a UNESCO Biosphere Reserve. The University offers strong undergraduate, graduate and interdisciplinary programs that include co-op and other experiential learning opportunities to a student population of 17,000.

Brock celebrates the success of its 60,000 alumni who enjoy one of the highest employment rates among graduates from Ontario's universities.

Brock University is actively committed to diversity and to the principles of employment equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Visit us at: www.brocku.ca/hr

CARRIÈRES

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HEALTH PROMOTION — Oathhouse University. Applications are invited for a full-time probationary tenure track appointment as the Assistant or Associate Professor and in the School of Health and Human Performance commencing August 1, 2010. The successful candidate will have a PhD in a research interest in the general area of Aboriginal health, together with the academic and professional experience necessary to establish and maintain effective collaborative relationships with Aboriginal communities of Atlantic Canada. A completed PhD degree in a relevant health program, successful undergraduate and/or graduate teaching experience, evidence of a strong developing program of research in issues related to Aboriginal health, evidence of clear potential for providing leadership in the area of Aboriginal health research and evidence of success in fostering relationships with Aboriginal communities are required. Relevant post-doctoral training and experience with online and distance learning would be assets. The position will be situated in the School of Health and Human Performance. Although teaching responsibilities may be focused within the Health Promotion program, that School's core positions are multifaceted as potentially contributing to other programs in the Faculty, including a new undergraduate health program now being developed. Applicants should submit a cover letter stating qualifications and abilities, a statement of research and teaching interests, and a curriculum vitae, and arrange to have three reference letters sent under separate cover to: Dr. Fred McGinn, Interim Director, School of Health and Human Performance, Oathhouse University, 6230 South St., Halifax, NS, B3H 1T8, fax: (902) 494-5120, email: fred.mcginn@oathhouse.ca, Web site address: www.oathhouse.ca. Consideration of candidates will begin in late October 2009. This position is subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Oathhouse University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible minorities and women.

HEALTH STUDIES & GERONTOLOGY (PUBLIC HEALTH PROGRAM) — University of Waterloo. In support of the Master of Public Health (MPH) program at the University of Waterloo, the Department of Health Studies and Gerontology invites applications to the tenure-track position of MPH Program Leader. The ideal candidate will have well-established academic or institutional credentials in building multidisciplinary public health education programs, and a strong record of fostering national and international links between educators, researchers, policy makers, and health program providers. The University of Waterloo is continuing its major expansion in teaching and research activities within the area of public health. The Master of Public Health (MPH) program has been initiated within the Faculty of Applied Health Sciences to complement its existing thesis-based MSc and PhD programs in population health promotion and disease prevention. Initiated in 2006, the Waterloo MPH program currently offers a full curriculum of MPH graduate courses and practicum placements to over 100 enrolled students, with most courses delivered through an innovative online learning environment. Future program growth should result in a total enrollment of 120-150 MPH students by the end of the current decade. It is expected that the MPH program will soon introduce a specialization in Environmental Health, to complement the existing Sociobehavioural specialization. Applicants should bring extensive experience working in the public health sector and possess specialized academic qualifications in public health (i.e. an MPH degree, or an equivalent Masters or Doctoral degree in health promotion, health planning, community medicine, or related fields). In keeping with the faculty's commitment to excellence, candidates should have a demonstrated record of achievement in health research and graduate education in the social, behavioral, and/or environmental aspects of public health. The successful candidate will be appointed at the rank of Associate or Full Professor (tenure track) in the Department of Health Studies and Gerontology. Duties will include some course teaching and student advisement and supervision, program leadership. The position also exists for a 3- to 5-year secondment or interagency contractual arrangement for a senior public health practitioner interested in this challenging and rewarding position. The competition will remain open until the position is filled. Please submit a curriculum vitae and arrange for three letters of reference to be sent directly to: Dr. Paul McDonald, Chair, Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, http://www.ahs.uwaterloo.ca/. All qualified candidates are encouraged to apply; however, citizens and permanent residents of Canada will be considered first for this position. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

HISTORY — University of Victoria. The Department of History at the University of Victoria invites applications for an entry-level tenure-track appointment at the rank of Assistant Professor in the History of Canada before 1867. Applicants should have a completed or near-completed PhD and outstanding promise in research and teaching. Research focus will relate to an area of pre-Confederation Canada. The successful candidate will teach undergraduate courses and participate in the department's MA and PhD programs. The department is especially interested in applicants interested in teaching undergraduate courses on comparative or trans-regional themes such as colonialism, indigenous peoples, the Atlantic world, letters of application, curriculum vitae and the names and addresses of at least three referees should be sent by 30 September 2009 to: Dr. Tom Saunders, Chair, Department of History, University of Victoria, PO Box 3045 STN CSC, Victoria, BC, V8W 2Y4, Tel: 250-721-7381; Fax: 250-721-8772; Email: histsch@uvic.ca; http://www.uvic.ca/history/. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, peoples of all

sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

HISTORY — University of British Columbia. The History Department, University of British Columbia, invites applications for a tenure-track appointment at the rank of Assistant Professor, effective 1 July 2010. The position is open to all areas of Canadian History broadly defined, covering the twentieth century, with a preference for applicants whose research places Canada in a global context. An excellent record of scholarly accomplishment, including publications, and evidence of a strong commitment to research and graduate and undergraduate teaching are expected. The successful candidate will be expected to maintain an active programme of research, teaching, graduate supervision, and service, and to be engaged in work that is methodologically innovative, and that can be conceptualized in a larger context as well as in a manner that complements and extends the Department's research strengths. Information about the Department can be found on its website: www.history.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadian citizens and permanent residents will be given priority. This position is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. The closing date for receipt of applications is 1 October 2009. Applicants should include curriculum vitae, published writing, a summary of current and future research interests, and evidence of teaching effectiveness. Applicants should send these materials and arrange for three letters of reference to be forwarded under separate cover to: Web site address: www.history.ubc.ca. Web site address: www.history.ubc.ca. Questions may be directed to the Chair of the Search Committee, Prof. Tina Loo (tina.loo@ubc.ca). Prof. Tina Loo, Chair, Canadian History Search Committee, Department of History, University of British Columbia, #1297 1873 East Mall, Vancouver, British Columbia, V6T 1Z1, Canada.

HISTORY (MEDICINE) — University of Alberta. The Department of History and Classics in the Faculty of Arts and the Faculty of Medicine and Dentistry at the University of Alberta invite applications for a tenure track appointment at the rank of Assistant Professor, specializing in the History of Medicine. This is a joint appointment, and duties will include teaching and research in both units. In the Division of Community Engagement and Social Responsibility (CESR) of the Faculty of Medicine and Dentistry, responsibilities will include contributing to the on-

going development of an existing program in the history of medicine for medical and dental students. In the Department of History and Classics, this appointment will develop further the established offerings in the history of medicine. This position is part of a commitment by the Faculty of Arts and the Faculty of Medicine and Dentistry to expand an interdisciplinary program of teaching, research and service in the history of medicine at the University of Alberta. The successful candidate will have a PhD in the History of Medicine, or equivalent, and demonstrate the potential for exceptional teaching and research. Candidates currently working within the field of the Canadian history of medicine will be given hiring preference. Salary is commensurate with qualifications and experience. The effective date of employment will be July 1, 2010. Applicants for this position should send a curriculum vitae, a letter describing their areas of research and teaching interest, samples of publications, and letters from three academic referees. If available, a teaching dossier and evaluations of teaching performance should also be received by the closing date of November 30, 2009. Interested applicants may apply to (online): http://www.careers.ualberta.ca/competition.asp?id=110738. 835 Professor Kenneth Moore, Chair, Department of History and Classics, Room 2 28 Hill Tony Building, University of Alberta, Edmonton, AB, T6G 2H4, Email: kbridge@ualberta.ca, Fax: (780) 492-9125, Competitor No: A10735835. Closing Date: Nov 30, 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified persons, including persons with disabilities, members of visible minorities, and Aboriginal persons.

HUMAN RESOURCES MANAGEMENT — Brock University. Responsibilities: The Faculty of Business, Brock University invites applications for a probationary tenure track position in Human Resources Management. Starting July 1, 2010, the rank is open to either the Assistant or Associate Professor level, dependent upon qualifications. The availability of this position is subject to final budgetary approval. Qualifications: Qualifications include a doctorate in human resources management completed or near completion. Preference will be given to a candidate with an established research record in one of those areas. Candidates in all specialty areas of human resources management are encouraged to apply, specifically, Compensation Management, Health and Safety, HR Planning

UNIVERSITY OF SASKATCHEWAN COLLEGE OF NURSING

Faculty Positions College of Nursing

To meet the dynamic and exciting growth of our nursing programs, tenure-track and limited-term faculty positions are available at our Saskatoon, Regina, and Prince Albert campuses. We are seeking professional, dedicated, and team-oriented faculty.

Candidates for tenure-track faculty positions should be doctorally prepared, or near completion (PhD or equivalent), and have a defined program of research/scholarship. Positions are available at the rank of Assistant and Associate Professor. Candidates for limited-term lecturer positions will have a minimum of a Master's preparation. All candidates should have at least one degree in nursing, and be eligible for RN, RPN, or RN(NP) registration in Saskatchewan.

The College of Nursing offers the following programs:

- Four-year BSN program
- BSN program — two-year Second Degree Entry Option
- BSN program for diploma-prepared nurses
- Master of Nursing program — includes Primary Health Care Nurse Practitioner option
- Post Graduate Degree Specialization Certificate — Nurse Practitioner
- PhD program
- Continuing Nursing Education programs

Construction is underway for a new, state-of-the-art health sciences facility at the University of Saskatchewan in Saskatoon. The College of Nursing is proud to have one of the largest Aboriginal nursing enrollments in Canada. We are a vibrant, supportive research community.

To learn more about these positions and our College of Nursing, please visit the website at www.usask.ca/nursing or contact the Search Committee chair of Realeen Wilson at (306) 966-6768 and/or e-mail realeen.wilson@usask.ca.

Applications will continue to be accepted until the positions are filled.

To apply, please send your curriculum vitae, a letter of introduction and three references in confidence.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men including Aboriginal people, persons with disabilities, and members of visible minorities.

MEMORIAL UNIVERSITY

President and Vice-Chancellor

Memorial University is seeking applications and nominations for the position of President and Vice-Chancellor.

Memorial University is the natural place where people and ideas become. It is a place to explore one's potential, to experience one's capabilities, to develop one's ingenuity and creativity, in the distinctive cultural and natural environment of Newfoundland and Labrador. Memorial is the only university in the province and the largest university in Atlantic Canada. With campuses in the province's capital, St. John's, and one at Sir Wilfred Grenfell College in Corner Brook, Memorial has a student population of approximately 17,500, a faculty complement of 900 and 1,500 staff.

Memorial offers graduate and undergraduate programs across a wide range of arts and science disciplines, as well as through a number of professional faculties and schools, including Education, Engineering, Medicine, Nursing, Pharmacy, Social Work, Business, Human Kinetics and Recreation, and Music. Memorial also offers a range of non-degree, distance and continuing education, and professional or technical certificate programs.

Memorial's Marine Institute, also in St. John's, provides training and undertakes research in a variety of oceans- and marine-related disciplines. The University's small campus at Harlow, just outside of London, England, provides an international educational experience to students in a variety of disciplines. In addition, Memorial has special off-campus facilities such as the Ocean Sciences Centre in Logy Bay, the Bonne Bay Marine Station at Norris Point and the Labrador Institute in Happy Valley-Goose Bay and in Labrador City. The operating budget for 2009/2010 is \$334 million. More information about Memorial is available at www.mun.ca.

The President and Vice-Chancellor reports to, and is an ex officio member of, the Board of Regents and is also ex officio Chair of the University Senate. As the "chief executive officer," the President is responsible for providing leadership and overall strategic direction for the operation of the academic and business affairs of the University.

The ideal candidate will have exceptional leadership ability, with a track record of accomplishment, preferably in senior-level university administration or other appropriate executive roles. Additionally, the candidate will have superior communication ability to promote the achievements of Memorial and demonstrate to alumni, government, business and the broader public the importance of the University as a key partner in the economic, social, environmental, cultural and educational vibrancy of the province.

It is hoped that the new President of Memorial University will take office on or before July 1st, 2010. The initial five-year term is renewable, following a review.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is an equal opportunity employer, committed to the principle of equity in employment, and encourages applications from qualified women and men, visible minorities, Aboriginal peoples and persons with disabilities.

All inquiries regarding this position will be treated in strict confidence and should be directed to:

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
munpres@jwasearch.com

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Senior-level recruitment for the public and not-for-profit sectors

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CAREERS

and Training and Development, Position level and salary are commensurate with the applicants' qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at <http://www.brocku.ca/humanrights/images/selfidentification.doc> and in-

clude the completed form with their application. Notes: Brock University is located in the scenic Niagara peninsula minutes from New York State and a one-hour drive from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high growth area with an exceptional range of professional and recreational opportunities. The Faculty of Business is AACSB accredited and values both research and teaching. We offer a 12 week semester, a 2/2 course load, study leave salaries that range between 85 and 100% of full salary. The Department of Organizational Behaviour, Human Resources, Entrepreneurship, and Ethics has 16 full-time faculty and is one of four departments in the Faculty of Business. The Faculty of Business, which has approximately

75 full-time members, offers four graduate programs: MBA and MBA International Students program, Master of Accountancy plus a Master of Science. More information on Brock University can be found on the university's website www.brocku.ca. Submit your application and curriculum vitae by October 15th, 2009, along with a statement of teaching philosophy, evidence from teaching evaluations (if available), sample of scholarly publications, and any other information as well as your self-identification form (if you choose to submit one). For those candidates who are shortlisted, Dr. Deborah M. Zinn, Chair, Department of Organizational Behaviour, Human Resources, Entrepreneurship, and Ethics, E-mail: dpzinn@brocku.ca, Postal: Department of Organizational Be-

haviour, Human Resources, Entrepreneurship and Ethics, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Phone: 905-688-5550 ext 5034. Application Deadline: October 15, 2009.

INTEGRATED WIRELESS COMMUNICATION TECHNOLOGY (CERC) - University of Waterloo. We are seeking a highly motivated and visionary academic leader and researcher for the Canada Excellence Research Chair (CERC) Senior Chair position in the Department of Electrical and Computer Engineering, an outstanding team of researchers at the University of Waterloo in the Department of Electrical and Computer Engineering. With a global population of 22,000, the University of Waterloo is one of the fastest growing universities in Canada. The University of Waterloo is located in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada.

INTERNATIONAL BUSINESS - University of Western Ontario. The Richard Roy School of Business is Canada's premier business school and is recognized worldwide for the quality of its management education and research. The School seeks candidates for the position of Associate Professor of International Business, a tenure-track position. The successful candidate will be responsible for teaching and research in the field of International Business. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. Submission deadline is November 30, 2009, although applications will be accepted until the position has been filled. The position is available for July 1, 2010. For information on how to apply, please visit our website at www.uwo.ca/faculty/Careers_Opps.html. Email: facultypersonnel@uwo.ca.

Ontario, Canada, N2L 3G1. Tel: 519-888-4848, Fax: 519-721-5074. Email: ghill@uwo.ca. Please note: Appointments are subject to approval by the CERC Selection Board. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. Candidates must be eligible to become eligible for Professional Engineering registration in Ontario. University of Waterloo Information: With a global population of 22,000, the University of Waterloo is one of the fastest growing universities in Canada. The University of Waterloo is located in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada.

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LABOUR STUDIES - McMaster University. The Labour Studies Program is seeking applications for a full-time tenure track position at the rank of Assistant Professor. The successful candidate will be responsible for teaching and research in the field of Labour Studies. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. Submission deadline is November 30, 2009, although applications will be accepted until the position has been filled. The position is available for July 1, 2010. For information on how to apply, please visit our website at www.uwo.ca/faculty/Careers_Opps.html. Email: facultypersonnel@uwo.ca.

language in question; the history of the language; and the relationship between the language and the culture. Applicants should have a minimum of a Master's degree in Linguistics or a related field. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. Candidates must be eligible to become eligible for Professional Engineering registration in Ontario. University of Waterloo Information: With a global population of 22,000, the University of Waterloo is one of the fastest growing universities in Canada. The University of Waterloo is located in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada.

UNIVERSITY OF MONTANA - Linguistics. The University of Montana is seeking applications for a full-time tenure track position at the rank of Assistant Professor. The successful candidate will be responsible for teaching and research in the field of Linguistics. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. Submission deadline is November 30, 2009, although applications will be accepted until the position has been filled. The position is available for July 1, 2010. For information on how to apply, please visit our website at www.uwo.ca/faculty/Careers_Opps.html. Email: facultypersonnel@uwo.ca.

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LITERACY EDUCATION - University of Manitoba. The Department of Curriculum, Teaching and Learning invites applications for a full-time tenure track position at the rank of Assistant Professor in the area of literacy education at the middle and secondary school levels (Grades 5-12), effective July 1, 2010. The successful candidate will be responsible for teaching and research in the field of Literacy Education. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. Submission deadline is November 30, 2009, although applications will be accepted until the position has been filled. The position is available for July 1, 2010. For information on how to apply, please visit our website at www.uwo.ca/faculty/Careers_Opps.html. Email: facultypersonnel@uwo.ca.

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www.yorku.ca/jobs

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Osgoode Hall Law School is one of the common law world's leading faculties of law. Osgoode is committed to setting the standard for excellence in legal education and legal scholarship. Our innovative teaching program fosters a strong foundation in legal reasoning, diverse perspectives on law, and an understanding of law's transformative role in promoting a just society. Osgoode produces original and significant legal scholarship, and prepares its graduates for leadership and service within the profession and beyond. Further information about Osgoode Hall Law School can be found at www.osgoode.yorku.ca.

Osgoode Hall Law School

FACULTY APPOINTMENT

Applications are invited from excellent scholars for one faculty appointment, effective July 1, 2010, subject to final budgetary approval. For complete details, updates and application procedures, please visit our website at www.osgoode.yorku.ca.

Osgoode Hall Law School is committed to equality and diversity. The Law School has an Employment Equity Plan which aims to ensure that our faculty is reflective of the four designated societal groups identified in the federal Employment Equity Act: women, visible minorities, Aboriginal persons, and persons with disabilities. The Law School does not only welcome applications from members of these groups, but also encourages candidates to self-identify as a member of one of the above identified groups at the time of application or at any stage after submitting their applications. All qualified candidates are encouraged to apply; however, in accordance with HRSDC regulations, Canadian citizens and permanent residents will be given priority.

OSGOODE

OSGOODE HALL LAW SCHOOL
YORK UNIVERSITY

YORK U50
UNIVERSITY
redefine the POSSIBLE.



Friends of Garrett Cummins Research & Muscular Dystrophy Canada HM Toupin Neurological Science Chair

We invite applications from basic and clinical-scientist researchers to fill an endowed fully funded research chair position. Applicants should have a primary interest in and track record of innovative and creative research in the area of muscular dystrophy. The successful applicant will be expected to qualify for an appointment as contingent-tenure-track associate professor or professor in the Faculty of Medicine and Dentistry at the University of Alberta within the Division of Neurology and/or appropriate departments. Laboratory facilities will be supplied and physician-scientists will hold a clinical appointment at the University Hospital and/or other hospitals as appropriate. Start up packages will be provided. Cell biologists, physiologists, neurogenetics, researchers, translational scientists, clinical scientists and others are encouraged to apply.

The successful applicant will be expected to carry out and lead a vigorous program of externally funded research into fundamental questions in muscular dystrophy with potential for translational research application. A basic scientist would be expected to collaborate effectively with clinicians and other basic scientists working in the area. A clinician-scientist would be expected to take part in clinical care of muscular

dystrophy patients. Teaching in the Faculty of Medicine at the undergraduate and graduate level will be expected.

Candidates must have an MD and/or PhD with postdoctoral experience demonstrating independent achievement in the field of Muscular Dystrophy. Clinicians should be licensable at a specialty level in Alberta with hiring preference given to candidates with neurology qualifications. All candidates will participate in a search and selection process and will be assessed on a pre-determined set of requirements to succeed in the role.

Applications should be sent by September 15, 2009. Interested applicants may apply to:

Dr. Richard Stein, Chair of Search and Select Committee
Friends of Garrett Cummings MDC and Toupin Neurology Research Chair
c/o 2E3.27 WCM HSC, University of Alberta
8440 - 112 Street
Edmonton, AB T6G 2B7

Competition No. - A10069093
Closing Date - Will remain open until filled.

www.careers.ualberta.ca



All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CARRIÈRES

ties. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Letters of application, complete with curriculum vitae, official transcripts, and three letters of recommendation should be forwarded to: Dr. Frank McLeod, Department Head, Department of Economics, University of Waterloo, 261, Education, University of Waterloo, Waterloo, ON, N2L 3G1. Fax: 224-474-7550. Email: frank.mcleod@utoronto.ca. The deadline for applications is Friday, October 30, 2009 4 p.m. The short-listed candidates will be invited to provide a personal dossier. Please refer to Position ID 06914 Application materials, including letters of reference, will be handled in accordance with the protection of privacy provisions of "The Freedom of Information and Protection of Privacy" (Manitoba). Please note that curriculum vitae may be provided to participating members of the search process.

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MACROECONOMICS/MONETARY ECONOMICS – University of Toronto. The Department of Economics at the University of Toronto, St. George campus has available an tenure stream position in macroeconomics and/or monetary economics at the rank of Associate Professor. The appointment is effective July 1, 2010. This candidate must have a demonstrated record of outstanding research and teaching in macroeconomics and/or monetary economics, and have earned a PhD degree. Outstanding research and teaching. Salary will be commensurate with qualifications and experience. Applications should be submitted online at www.economics.utoronto.ca by September 30, 2009. Please note that paper applications will not be accepted. For more information, visit the Department of Economics at the University of Toronto St. George campus please visit our home page at <http://www.economics.utoronto.ca>. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MANAGEMENT ACCOUNTING & CONTROL – University of Western Ontario. The Richard Ivey School of Business is recognized world-wide for the quality of its management education and research. The School seeks candidates for a probationary (tenure-track) position of Accounting. This position is available to begin in July 2010. The successful candidate will demonstrate a strong commitment to the practice of accounting and/or management in both research and teaching with the case method. Ability to teach introductory financial and/or management accounting course and courses in advanced financial reporting, or financial statements, and the degree-granting program, and the potential, or demonstrated ability, to teach in executive development programs in Canada and Hong Kong is important. The School supports high quality, relevant research, especially research consistent with one of the School's four cross-enterprise research centres. The four centres are in the areas of Emerging Markets, Entrepreneurship and Innovation, Leading Cross-Enterprise and Sustainable Value (<http://www.vey.ca/cv/cvcentres.html>). A limited term, visiting, tenured Associate Professor or Professor appointment will also be considered. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is November 30, 2009, although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at www.vey.ca/faculty/career_Opps.htm. Email: facultypositions@vey.ca.

MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES) – University of Waterloo. The Department of Management Sciences, Faculty of Engineering, at the University of Waterloo invites applications for a full-time, professorial appointment in the Behavioural Sciences at any level to begin January 2010 or later. Applicants should hold a PhD or, or near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in an applied aspects of technology use, decision making, and user development, socio-technical systems or human-computer interaction. Ability to conduct experimental research is essential. Interest in problems arising from the workplace is highly desirable. An undergraduate degree in engineering will be an asset. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MMSc, MASc and PhD programs. Examples of courses that could be taught by the successful candidate include introductory and advanced topics in operations research/industrial engineering; optimization, simulation, decision analysis, stochastic processes, work processes and facility design. Applications are to be submitted electronically at <https://www.mansci.uwaterloo.ca/OFAS/>. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications are received, and continues until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Email: emj@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University encourages applications from

published/unpublished research papers and any evidence of excellence in teaching. Three letters of reference should be sent directly to Professor Jason Wu, Acting Chair, Department of Management, University of Toronto, Scarborough, 1265 Military Trail, Toronto, ON, M1C 1A4, Canada. Reference letters may also be submitted electronically to management-referenceletters@utoronto.ca. The deadline for applications is August 31, 2009. However, because we would like to interview interested candidates at the AMA Summer Educators' Conference in Chicago between August 7-10, 2009, interested applicants are encouraged to submit applications by July 15, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members,

women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MATHEMATICS – St. Jerome's University. St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. The Department of Mathematics at St. Jerome's University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2010. Candidates must have a PhD from an area of the mathematical sciences. The Department of Mathematics at St. Jerome's University

offers the University of Waterloo, Faculty of Mathematics core courses in class sizes which allow faculty members to engage students in the study of mathematics on an individual basis. The successful candidate must be committed to teaching in such a setting. St. Jerome's faculty members have traditionally maintained strong connections with their corresponding department at the University of Waterloo. Faculty members must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a strong research agenda. As of May 1, 2009 the base salary for an Assistant Professor is \$68,158. Candidates should send a letter detailing their interest in and suitability for the position, a curriculum vitae, a teaching portfolio/dossier with a statement of

teaching philosophy, an outline of a research agenda, any sample publications, and three confidential letters of recommendation. Applications from women and men who are familiar with the traditions of the Roman Catholic faith are encouraged. Please send applications to Dr. Conrad Hewitt, Chair, Department of Mathematics, St. Jerome's University, 290 Westmount Rd N, Waterloo, ON, Canada, N2L 3G3. St. Jerome's University is committed to the principles of employment equity and in accordance with Canadian immigration requirements this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. All applications must be submitted by November 1, 2009. This position is pending budgetary approval. For further information contact St. Jerome's University, visit www.sju.ca.



UNIVERSITY OF ALBERTA
EDMONTON ALBERTA CANADA

Contract Lecturer, Apparel Design and Construction

The Department of Human Ecology, University of Alberta, invites applications for a full-time contract lecturer in Clothing/Apparel Design and Construction for a 3-5 year period under the Contract Academic Staff Teaching agreement.

The Department offers a BSc in Human Ecology with majors in Textiles and Clothing and Family Ecology; a combined BSc/BE; thesis and course-based Masters degrees with specializations in Material Culture Studies, Textiles and Apparel Science, Family Ecology and Practice, and Aging; and a PhD degree in Human Ecology. The Department is home to the Protective Clothing and Equipment Research Facility, the Material Culture Institute, and the Clothing and Textiles Collection, which comprises over 18,500 artifacts representing more than 250 years of history from Western and non-Western cultures. For further information, please visit: <http://www.uals.ualberta.ca/hecol/>

The central responsibility of the position is to teach undergraduate courses in apparel design/construction and fashion industries. The teaching assignment may also include other courses that align with the needs of the Department and the background preparation of the successful candidate. The teaching load will comprise 5-6 courses per year (fall, winter, intersession). In addition, there may be opportunities to provide support to research projects and Department committees.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



Schulich
MEDICINE & DENTISTRY



Western

Schulich School of Medicine & Dentistry | The University of Western Ontario

Positions in Orthodontics & Paediatric Dentistry

Applications are invited for the following probationary (tenure-track) or limited term appointments at the rank of Assistant Professor in Schulich Dentistry effective January 1, 2010 or as soon as possible thereafter:

Two (2) Orthodontists | One (1) Paediatric Dentist

A probationary appointment may be offered to a candidate that has an outstanding record of research and publication in dentistry. Exceptional candidates may be considered for a tenured appointment at the Associate Professor or Professor rank, commensurate with qualifications and experience. A consulting privilege of one day/week is available and the opportunity for intramural practice exists.

Candidates must possess a DDS/DMD degree (or equivalent), have completed at least two years full-time postgraduate specialist training in the area for which they are applying and be eligible for full or academic licensure within the Province of Ontario.

Successful candidates will have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the didactic, pre-clinical and clinical levels and do some academic or clinical administration. Orthodontists will contribute to both the graduate and undergraduate programs. Probationary candidates will be expected to maintain an ongoing research program resulting in peer-reviewed publications. The successful candidates will serve in community, professional and administrative roles. Positions will entail active collaboration with colleagues and, therefore, we are seeking team players.

With a full-time enrolment of 32,000, The University of Western Ontario graduates students in a full range of academic and professional programs. The University campus is in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events. See <http://www.goodmovelondon.com> to learn more. Western's Recruitment and Retention Office is available to assist in the transition of successful applicants and their families.

Applicants should send 1) a cover letter, 2) curriculum vitae, 3) reprints of selected publications, 4) brief outline of future research plans and 5) the names of three references to: Dr. H. S. Sandhu, Director of Dentistry, Schulich School of Medicine & Dentistry, The University of Western Ontario, London, ON, Canada, N6A 5C1. Applications will be accepted until the positions are filled. Consideration of applicants will include an assessment of previous performance, experience, and qualifications, including those which go beyond the requirements for the position.

For further information, please see:
www.schulich.uwo.ca/dentistry
www.london.on.ca

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

www.careers.ualberta.ca



CARRIÈRES

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with their corresponding department at the University of Waterloo. Faculty members must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a strong research agenda. As of May 1, 2009 the base salary for an Assistant Professor is \$68,158. Candidates should send a letter detailing their interest in and suitability for the position, a curriculum vitae, a teaching portfolio/dossier with a statement of teaching philosophy, an outline of a research program, any sample publications, and three confidential letters of recommendation. Applications from women and men who are familiar with the traditions of the Roman Catholic faith are encouraged. Please send applications to Dr. Conrad Hewitt, Chair, Department of Mathematics, St. Jerome's University, 230 Westmount Rd. N, Waterloo,

ON, Canada, N2L 3G3. St. Jerome's University is committed to the principles of employment equity and in accordance with Canada's Immigration requirements this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. All applications must be submitted by November 1, 2009. This position is pending budgetary approval. For further information, contact St. Jerome's University, visit www.sju.ca.

MATHEMATICS (COMBINATORICS & OPTIMIZATION) – University of Waterloo, The Department of Combinatorics and Optimization (http://www.math.uwaterloo.ca/CanDO_Dept/) at the University of Waterloo invites applications for a tenure-track faculty position in operations research. Applications for Assistant Professorships as well as more senior levels will be considered. A PhD degree and evidence of excellence in research and

teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, to participate in undergraduate and graduate teaching, and have the potential for industrial collaborations. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2010. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. Enquiries may be addressed to comb@uwaterloo.ca or to Ian Goulden, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Closing date for receipt of applications is December 11, 2009. The Uni-

versity of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

MATHEMATICS IN QUANTUM INFORMATION (CERC) – University of Waterloo, The Institute for Quantum Computing (IQC) at the University of Waterloo invites applications for a Canada Excellence Research Chair (CERC) (http://www.cerc.gc.ca). The search is focused on an outstanding experimentalist with exceptional research accomplishments in the field of quantum information. The position will be joint between IQC and one of the departments in the Faculties of Science, Engineering or Mathematics. The Chair comes with a research grant up to \$10 million over seven years. The Chair at IQC has been invited to the final phase of the CERC process and the successful candidate will work with the University of Waterloo to prepare the Phase 2 application. It is expected that the candidate will be an exceptional leader in quantum information science and technology with an established group and a bold vision. Responsibilities will include leading a world-class experimental research group at IQC and the supervision of graduate students, as well as some teaching at the graduate and undergraduate levels. It is expected that the appointment will be at the associate or full professor level in an individual with a record and experience commensurate with that level of appointment is required. Effective date of appointment is negotiable, Nov. 17, 2009 or later. All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The University of Waterloo is host to the Institute for Quantum Computing (IQC) information about IQC personnel and activities can be found at www.iqc.ca. The IQC, at present, includes 18 faculty and 13 students working in quantum information. The candidate will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UWaterloo's Centre for Applied Cryptographic Research. Interested individuals should apply online at: www.iqc.ca/positions/cerc.php. For more information contact: Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; Phone: (519) 888-4021; Fax: (519) 888-7610; E-mail: laflamme@uwaterloo.ca. The deadline for receiving applications is 15 August 2009 (teaching applications may be considered until October 15th). The appointment is subject to approval by the CERC Selection Board.

MECHANICAL & MECHANOTRONICS ENGINEERING (GREEN MECHANOTRONIC AUTOMOBILES) – University of Waterloo, The University of Waterloo is seeking a world leading researcher to fill the new position of Canada Excellence Research Chair (CERC) in Green Mechatronic Automobiles. CERCs are the most prestigious research chairs in Canada, with each chair and its students working in an awarded \$10 million in government funding over seven years – a contribution that will be matched by the university and other sources. The University of Waterloo's proposed chair in Green mechatronic automobiles has been selected as a finalist in the national CERC competition. We are looking for a researcher of the highest caliber with either an academic or industrial background to be our nominee for the chair. The selected nominee will work with the university to prepare the final Phase 2 application for the competition, outlining the proposed research program. The successful applicant for this tenure, full professor position will have a global reputation for distinguished research in automotive mechatronics with established interdisciplinary relationships, outstanding accomplishments in the field, and experience in managing large research projects. The chair will be based within the University's Faculty of Engineering with cross-appointments to one or more other faculties. The chair will be at the forefront of the university – and Canada's – efforts to be a global leader within the emerging automotive high-tech industry. In addition to taking a leadership role within the university's interdisciplinary automotive mechatronic initiatives, the chair will have the opportunity to oversee the integra-

simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, will also be considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in Co-operative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Email: mechadm@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

MECHANICAL & MECHANOTRONICS ENGINEERING (GREEN MECHANOTRONIC AUTOMOBILES) – University of Waterloo, The University of Waterloo is seeking a world leading researcher to fill the new position of Canada Excellence Research Chair (CERC) in Green Mechatronic Automobiles. CERCs are the most prestigious research chairs in Canada, with each chair and its students working in an awarded \$10 million in government funding over seven years – a contribution that will be matched by the university and other sources. The University of Waterloo's proposed chair in Green mechatronic automobiles has been selected as a finalist in the national CERC competition. We are looking for a researcher of the highest caliber with either an academic or industrial background to be our nominee for the chair. The selected nominee will work with the university to prepare the final Phase 2 application for the competition, outlining the proposed research program. The successful applicant for this tenure, full professor position will have a global reputation for distinguished research in automotive mechatronics with established interdisciplinary relationships, outstanding accomplishments in the field, and experience in managing large research projects. The chair will be based within the University's Faculty of Engineering with cross-appointments to one or more other faculties. The chair will be at the forefront of the university – and Canada's – efforts to be a global leader within the emerging automotive high-tech industry. In addition to taking a leadership role within the university's interdisciplinary automotive mechatronic initiatives, the chair will have the opportunity to oversee the integra-



Vice-Provost and Dean, Faculty of Graduate Studies and Research

The University of Alberta seeks a new Vice-Provost and Dean, Faculty of Graduate Studies and Research, with a proven track record of collaborative leadership and administration with a commitment to fostering excellence in graduate student learning, teaching, and research. Candidates must possess an earned doctorate with a strong record of contribution in their field, proven commitment to excellence in teaching and research; wide-ranging expertise and skills, and experience in external relations. The appointment, for an initial five-year term, begins July 1, 2010.

The University of Alberta in Edmonton is one of the top 100 public teaching and research universities in the world, serving some 37,000 students with more than 14,000 faculty and staff. Founded a century ago, the university has an annual budget in excess of \$1.3 billion and attracts well over \$400 million in external research funding. Edmonton is a vibrant, friendly city of a million people, offering a rich cultural and recreational life. The largest campus is located adjacent to the spectacular North Saskatchewan River Valley and is less than a 4-hour drive from the Rockies.

The Faculty of Graduate Studies and Research plays a crucial role in the life of the University of Alberta. With responsibility for general administration of the university's graduate programs, the Faculty oversees admissions, registration, student programs, supervisory committees, and examining committees, and determines the university's requirements and standards for graduate admissions and programs. The Faculty administers a host of prestigious scholarship programs, including international programs and teaching and research assistantships.

This is an outstanding opportunity to lead the Faculty to new levels of excellence and contribute to the university's goal to become one of the top 20 public universities in the world by 2020. For more information, please see Competition No. A10318991 at www.careers.ualberta.ca.

Interested individuals are encouraged to contact either Maureen Geldart or Maureen MacLean at:

The Geldart Group
Phone: (604) 926-0005
Email: info@thegeldartgroup.com

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.careers.ualberta.ca

Royal Military College of Canada

Tenure-Track Position Business Administration

The Royal Military College of Canada invites applications to the Department of Business Administration for a tenure track position at the level of Assistant Professor or Associate Professor.

The required qualifications are a PhD or its equivalent in Management/Business Administration, acquired teaching experience in Management/Business Administration and a strong or promising record of research. Candidates completing a PhD in marketing that have met all requirements for the degree except their dissertation will be considered if they are close to completion. Candidates must be able to teach courses in marketing and, in addition, courses in two of the following areas of management: International Management, Policy, Organizational Theory, Accounting and Finance. The successful candidate should be prepared to teach at both the graduate and undergraduate level.

This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements.

The maximum salary range is \$89,775 for an assistant professor up to \$108,150 for an associate professor per annum plus an annual Termination Allowance. Starting salary and rank will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward a cover letter quoting the following reference number (K209013), their curriculum vitae including a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation to:

Faculty Services
Royal Military College of Canada
PO Box 17000 Station Forces
Kingston, ON K7K 7B4
faculty.services@rmc.ca

The expected starting date for the position is January 2011.
The closing date for applications is 31 January 2010.

The Royal Military College is a coeducational and bilingual institution, and these positions are offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicc.ca/cicic/> for further information. For additional information about this employment opportunity, candidates are invited to contact the head of Business Administration, Dr. William Graham (613-541-6000 ext. 6499 william-g@rmc.ca) or the Director of Faculty Services, Dr. James McKay (613-541-6000 ext. 6964 james.mckay@rmc.ca).

Le Collège militaire royal du Canada est une institution mixte et bilingue et les postes sont offerts également aux femmes et aux hommes. Conformément à la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux candidats de citoyenneté canadienne. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cicc.ca/cicic/>. Pour de plus amples renseignements sur cette possibilité d'emploi, les personnes intéressées sont invitées à communiquer avec le directeur du Département de l'administration des affaires, William Graham, Ph. D., au 613 541 6000, poste 6499 ou à william-g@rmc.ca, ou avec le directeur des Services au corps professoral, James McKay, Ph. D., au 613 541 6000, poste 6964 ou à james.mckay@rmc.ca.



Canada

Collège militaire royal du Canada

Poste menant à la permanence L'administration des affaires

Le Collège militaire royal du Canada est à la recherche de candidats pour combler un poste menant à la permanence, soit celui de professeur adjoint ou de professeur agrégé au Département de l'administration des affaires.

Les candidats doivent détenir un doctorat en gestion ou en administration des affaires, ou l'équivalent, et posséder une expérience satisfaisante d'enseignement en gestion ou administration des affaires ainsi qu'une feuille de route impressionnante ou prometteuse en recherche. Les candidatures des personnes inscrites au doctorat en marketing qui sont sur le point de déposer leur thèse seront prises en compte si toutes les autres exigences menant à l'obtention du diplôme sont remplies. Les candidats doivent pouvoir donner des cours en marketing ainsi que dans deux des domaines de gestion suivants : gestion internationale, politique, théorie de l'organisation, comptabilité et finance. Le candidat retenu devra enseigner au premier cycle comme aux cycles supérieurs. Il s'agit d'un poste bilingue pour lequel il faut être en mesure de lire, de comprendre et de communiquer verbalement dans les deux langues officielles (profil linguistique: PPP/PPP). Si aucun candidat ne répond aux critères, une liste d'admissibilité pourrait être établie en vue de pourvoir des postes semblables avec diverses exigences linguistiques. Le salaire annuel maximal est de 89 775 \$ pour un professeur adjoint et de 108 150 \$ pour un professeur agrégé, montant auquel s'ajoute une indemnité provisoire annuelle. Le salaire initial et l'échelon seront établis en fonction de l'expérience et des compétences. La nomination fera l'objet d'une période de probation de 36 mois. Les personnes intéressées doivent faire parvenir une lettre de présentation indiquant le numéro de référence (K209013), leur curriculum vitae, y compris une copie de leurs relevés de notes, un résumé de leurs champs de recherche, des exemples de leurs publications ainsi que trois lettres de recommandation à l'attention de:

Services du Corps Professoral
Collège Militaire Royal du Canada
CP 17000, Succursale Forces
Kingston, ON K7K 7B4
faculty.services@rmc.ca

L'entrée en fonction est prévue en juillet 2011.

La date limite pour soumettre sa candidature est le 31 janvier 2010.

The Royal Military College is a coeducational and bilingual institution, and these positions are offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cicc.ca/cicic/> for further information. For additional information about this employment opportunity, candidates are invited to contact the head of Business Administration, Dr. William Graham (613-541-6000 ext. 6499 william-g@rmc.ca) or the Director of Faculty Services, Dr. James McKay (613-541-6000 ext. 6964 james.mckay@rmc.ca).

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CARRIÈRES

tion and synthesis of various research programs of the university, in such fields as sensors, software, machine intelligence, collaborative driving and piloting, active safety systems and steering, and green powertrains. CSE appointments are subject to approval by a national selection board, which is expected to announce the selected chairs in February 2010. It is recommended that the applicant would begin at a date to be agreed upon by the candidate and the university for more information on the Canada Excellence Research Chair program, visit <http://www.research.uwaterloo.ca/institutional/funding/crc.html>. Please send curriculum vitae, a statement of your proposed research program to: Dr. George Dixon, Vice-President, University Research, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1; Phone: 513-886-4865; E-mail: gdixon@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo is committed to employment equity and encourages all qualified individuals to apply, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **MECHANICAL ENGINEERING (THERMAL/FLUIDS)** — **Dalhousie University**, The Department of Mechanical Engineering at Dalhousie University (see <http://www.me.dal.ca>) invites applications for a probationary tenure track faculty position in the thermal/fluids area. The appointment is expected to be at the level of Assistant Professor. Candidates must have a Bachelor of Mechanical Engineering degree and an earned Doctorate in engineering; research credentials consistent with development of externally funded projects; and excellent communication skills and teaching ability. Candidates must be registered professional engineers in Canada, or eligible and committed to registration. The preferred area of expertise is renewable energy, including energy storage, energy management/conservation, solar, tidal and wind-based technologies, and other related topics in the energy-related thermal/fluids area. Teaching duties may include undergraduate courses in fluid mechanics, thermodynamics, heat transfer, energy conversion, and graduate courses related to research activities. Applications, including a curriculum vitae, a statement of teaching and research interests, and three confidential letters of reference under separate cover from the referees should be sent by October 15, 2009 to: Dr. Marek Kujala, Chair of the Search Committee, Department of Mechanical Engineering, Dalhousie University, PO Box 1000, 1350 Barrington St., Halifax, Nova Scotia, B3J 2X4.

Canada; e-mail: Marek.Kujala@dal.ca. Paper submissions are encouraged. Electronic submissions must be in the form of a single attached file in PDF format. It is expected that the appointment will be made by January 1, 2010. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo is committed to employment equity and encourages all qualified individuals to apply, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **MEDICAL PHYSICS** — **McMaster University**, The Department of Medical Physics and Applied Radiation Sciences at McMaster University is hiring a tenure stream faculty member in imaging physics or image-guided therapies. This appointment is expected to be at the assistant professor level. We are looking for an energetic and enthusiastic individual who can establish an independent research program with collaborative links to other members of the department. Candidates must hold a PhD in a relevant discipline and have demonstrated a strong track record of independent research. The Department has existing research groups working with optical, radiotherapy and magnetic resonance modalities. Ideally, the successful candidate will complement these interests, while establishing novel and focused research in the broadly defined field of imaging. As a department, we are responsible for an undergraduate Honours Medical and Health Physics program, a Master's program in Health and Radiation Physics, and a graduate program in Radiation Sciences with fields of Medical Physics and Radiation Biology. In addition, we offer a diploma/degree program in Medical Radiation Sciences with Mohawk College — with ultrasonography, radiography and radiation therapy as the major areas of specialization. We expect new faculty members to teach in one of the undergraduate programs, to supervise graduate students and to offer graduate courses to students in the Department. The Department has been undergoing a period of exciting change and growth, with an increasing faculty complement and growing graduate program. We have close links with the McMaster Institute of Applied Radiation Sciences, Hamilton Health Sciences, the Juravansky Cancer Centre and St. Joseph's Hospital in Hamilton. Major research infrastructure includes the McMaster Nuclear Reactor, the McMaster Accelerator Laboratory, a unique fully licensed facility for handling high levels of unsealed radioactive sources, a small animal imaging facility with SPECT/CT and microPET machines and a range of irradiation facilities including the Taylor and Francis sources, a 60Co hot cell and a newly expanded x-ray laboratory. Further information can be found at www.science.mcmaster.ca/medphys or obtained by emailing medphys@mcmaster.ca. Interested applicants should send a letter of application with their curriculum vitae, statements of teaching and research interests and three reference letters to: Department of Medical Physics and Applied Radiation Sciences, McMaster University, 1280 Main Street West, 55B-116, Hamilton, ON, L8S 4L1, Canada. The closing date for applications is October 31, 2009. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. McMaster University is a strongly committed to employment equity within the community, and to recruiting a diverse faculty and staff. The University welcomes applications from all qualified applicants, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MODERN CHINESE LITERATURE/MEDIA STUDIES** — **McGill University**, The Department of East Asian Studies, McGill University, seeks to fill a tenure-track position at the level of Assistant Professor in Modern Chinese Literature and/or Media Studies, with a start date of August 1, 2010. Candidates should be prepared to teach undergraduate and graduate courses in their area of specialization as well as general courses in Chinese culture, literature, and film, and be an active contributor to the development of the program. Area of specialization is open but we especially encourage candidates with interdisciplinary and interregional research interests to apply, as well as candidates with a strong interest in film and new media, women's and gender studies, popular culture, or cultural studies. PhD expected at time of appointment; teaching experience preferred; knowledge of French an asset. Send application letter, cv, statement of teaching philosophy, and three reference letters to: Chair of the Chinese Literature Search Committee, The Department of East Asian Studies, McGill University, 3434 McTavish, Montreal, Quebec, H3A 3J9 (Tel: (514) 398-6742; Fax: (514) 398-1882). The review applications will start on November 1, 2009, and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification.

■ **MUSIC THERAPY** — **Concordia University**, The Department of Creative Arts Therapies at Concordia University in Montreal invites applications for one tenure-track position in Music Therapy for July 1, 2010. The ideal candidate will have a PhD or an MA in Music Therapy or related disciplines, post-secondary teaching experience, professional certification as an accredited music therapist (MTA), extensive clinical experience, an established research profile, and demonstrated administrative experience and committee service. Although classes are taught in English, fluency in spoken and written French would be considered a strong asset. Subject to budgetary approval, we anticipate filling this position, normally at the rank of Assistant Professor, for July 1, 2010. Applicants at a more senior level may also be considered. Review of applications will begin immediately and will continue until the position is filled. All applications should reach the department no later than November 2, 2009. All inquiries should be directed to the appropriate departmental contact. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity. For further details, visit: <http://www.concordia.ca/about/jobsopportunities/faculty/>.

■ **NANOTECHNOLOGY ENGINEERING** — **University of Waterloo**, The Departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nano-technology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 6000 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectroscopy, scanning probe microscopy, etc.), nanomedicine, biomaterials (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish

part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 6000 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectroscopy, scanning probe microscopy, etc.), nanomedicine, biomaterials (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish



University of Victoria

PROFESSOR OF JAZZ

School of Music

The School of Music, University of Victoria, invites applications for a tenure track position in jazz. The appointment, effective July 1, 2010, will be at the rank of assistant professor.

The School of Music is dedicated to providing an integrated and comprehensive musical education based on the highest standards. The position requires a team player who will seek to complement the creative and scholarly activities of the School. We are searching for an active performer with an established international reputation and a record of excellence in performing and teaching. A thorough knowledge of all aspects of jazz practice is essential; a Master's degree or equivalent is expected. Duties include teaching in an instrumental area, jazz theory and history, improvisation, jazz composition and arranging at the undergraduate and graduate level, and directing the jazz orchestra and combos. Other duties, based on the abilities of the applicant, may include teaching undergraduate and/or graduate world music courses; instruction in contemporary jazz ensemble, *musique actuelle*, vocal jazz or Latin ensemble. In addition to maintaining an international profile in jazz creation and performance, the candidate will be expected to participate in recruiting and retaining students and contributing to the artistic and intellectual life of the university and the community.

Applications are to include a letter addressing these criteria, a curriculum vitae, and the names and addresses of four referees. Please do not send any supporting materials at this time.

Applications should be sent to: Dr. Gerald King, Director, School of Music, University of Victoria, PO Box 1700 STN CSC, Victoria, BC V8W 2Y2. Tel: 250-721-7902; music@finearts.uvic.ca; www.finearts.uvic.ca/music/

The closing date for applications is November 1, 2009.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

You & Your CAUT Bulletin...

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Mélanie Forget quick!

Tel: 613-820-2270
Fax: 613-820-7244
Email: forget@caut.ca



uOttawa

L'Université canadienne
Canada's university

Site au cœur de la capitale du Canada, l'Université d'Ottawa est l'une des principales universités à vocation de recherche du pays. Son effectif étudiant, son corps professoral et son personnel regroupent plus de 40 000 personnes qui vivent, travaillent et étudient en français et en anglais dans un milieu des plus cosmopolites. C'est avec fierté que nous nous affichons comme « l'Université canadienne ».

The University of Ottawa, at the heart of Canada's capital, is one of our country's leading research universities. We are a cosmopolitan community of over 40,000 students, faculty and staff who live, work and study in both English and French. We are proud to be Canada's university.

Doyen(ne), Faculté des sciences sociales

L'Université d'Ottawa est un établissement exceptionnel, sis au cœur de la capitale fédérale, à quelques minutes de marche de la plupart des grandes institutions nationales. Ses 36 000 étudiant(e)s vivent dans un milieu dynamique, marqué par la rencontre de l'innovation et de la créativité et entouré d'infrastructures de recherche ou culturelles exceptionnelles (Bibliothèque nationale, Archives nationales, Conseil national de recherches du Canada, musées nationaux, ambassades et services culturels des pays étrangers, etc.).

La Faculté des sciences sociales offre, en français et en anglais, des programmes de baccalauréat, de maîtrise et de doctorat répartis dans 9 départements, écoles ou instituts. Avec ses quelque 7 000 étudiant(e)s, dont plus de 1 000 sont inscrits aux cycles supérieurs et ses professeurs remarquables, la Faculté des sciences sociales occupe une place privilégiée au cœur de l'Université d'Ottawa et dans la région de la capitale canadienne. Veuillez consulter son site Web à l'adresse suivante: www.sciencesociales.uottawa.ca/.

La personne choisie pour le poste de doyen(ne) mettra à contribution son leadership et son expérience universitaire en enseignement et en recherche afin d'élaborer et de mettre en place un plan stratégique de développement rassembleur et avant-gardiste. Cette personne connaît les structures universitaires, a des compétences de gestionnaire et un sens aigu des relations interpersonnelles et maîtrise le français et l'anglais.

Cette nomination devrait entrer en vigueur le 1^{er} janvier 2010. Le mandat est de cinq ans, renouvelable.

Ce poste de premier plan offre une occasion exceptionnelle d'exercer ses compétences de leadership. Les candidatures ou les propositions de candidatures, accompagnées d'un curriculum vitae, doivent être envoyées avant le 30 septembre 2009 à Allan Rock, recteur et vice-chancelier, Université d'Ottawa, 550, rue Cumberland, Ottawa (Ontario) K1N 6N5. Télécopieur: 613 562-5103; courriel: recteur@uottawa.ca.

www.uOttawa.ca

Conformément aux exigences d'immigration Canada, toutes les personnes qualifiées sont invitées à postuler; la priorité sera toutefois accordée aux citoyens(ne)s canadien(ne)s et aux résidents permanents(e)s. L'Université d'Ottawa soutient en outre l'équité d'emploi et encourage donc fortement les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Dean, Faculty of Social Sciences

The University of Ottawa is an exceptional institution located in the heart of the national capital, a short distance from many of Canada's major national institutions. More than 36,000 students live in a dynamic research-intensive environment characterized by an exceptional cultural and scientific setting (National Library, National Archives, National Research Council, national museums, embassies and foreign cultural services, etc.) where creativity and innovation flourish.

The Faculty of Social Sciences offers, in both English and French, Baccalaureate, Master's and PhD programs in 9 departments, schools and institutes. With more than 7,000 students, 1,000 of whom are enrolled in graduate programs, and its remarkable professors, the Faculty of Social Sciences occupies a prominent place at the University of Ottawa and in the heart of the national capital region. Please consult our website: <http://www.sciencesociales.uottawa.ca/>.

The successful candidate must possess demonstrated leadership skills, a sense of vision, and a strong record of academic excellence in teaching and research. He or she must be able to elaborate an innovative strategic plan for the Faculty and to ensure its fulfillment. The candidate must be familiar with university structures, possess administrative experience, display a high level of interpersonal skills and be able to communicate effectively in English and French.

The appointment is expected to commence on January 1, 2010 and is a five-year term, renewable.

This is an exceptional leadership opportunity. Applications and nominations accompanied by a curriculum vitae should be received by September 30, 2009 and should be addressed to: Allan Rock, President and Vice-Chancellor, University of Ottawa, 550 Cumberland Street, Ottawa, ON K1N 6N5. FAX: 613 562-5103; email: president@uottawa.ca.

www.uOttawa.ca

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal people, members of visible minorities and persons with disabilities to apply.

CAREERS

fish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching

statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinator, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. E-mail: natec@uwaterloo.ca (Electronic submissions welcome). With a student population of 22,000 and six faculties, the University of Waterloo has been ranked as the most innovative university in Canada for the 31st year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is the heart of Canada's technology triangle and enjoys one of

the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to be eligible for Professional Engineering registration in Ontario.

NURSING – University of Manitoba. The Faculty of Nursing invites applications for a three year term instructor I/II position in the area of clinical nursing. The successful candidate will be an on-site Course Leader in the fastest growing in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to be eligible for Professional Engineering registration in Ontario.

academic development, delivery and evaluation of theory and clinical nursing courses; integrate scholarship into clinical and classroom teaching; provide leadership in the integration of research and practice related to Aboriginal health into the undergraduate program; and, participate in professional and community organizations. The successful candidate may be required to offer courses on-site or through delivery by various distance education modalities. GENERAL QUALIFICATIONS: 1. A Baccalaureate degree in Nursing and a Master's degree in Nursing or a related discipline. 2. Registration or eligibility for registration with the College of Registered Nurses of Manitoba (CRNM). 3. Teaching experience at a University preferred. 4. Recent clinical experience in related area preferred. 5. Excellent communication and interaction skills. 6. Ability to foster collegial relationships. 7. Scholarly capabilities. Starting Date: July 1, 2010. Rank and salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The closing date for applications is October 2, 2009. Applications including a curriculum vitae, and the names, addresses, telephone and fax numbers, and e-mail addresses of three references should be sent to: Dr. Dauna Crooks, Dean, Faculty of Nursing, University of Manitoba, Winnipeg, MB, R2T 2N2. Fax: 204-474-7500 or dauna.crooks@umanitoba.ca.

Application materials, including letters of reference, will be handled in accordance with the protection of privacy provisions of "The Freedom of Information and Protection of Privacy (Manitoba)". Please note that curriculum vitae may be provided to participating members of the search process. For more information about our dynamic and exciting environment and opportunities that await you, please contact us at nursing, info.umanitoba.ca or visit our website at: www.umanitoba.ca/nursing.

NURSING – University of Manitoba. The Faculty of Nursing invites applications for 3 tenure-track positions in the following areas: Leadership/Administration (position 8511) to be filled by the best qualified nurse candidate with the qualifications and leadership experience in one or more of the following areas: community health, knowledge transfer, evidence based nursing practice, physiology, gerontology, education, or mental health; 3. Open position (position 9760) to be filled by the best nurse candidate with a preference for a candidate in nursing with expertise in the areas as described in position 8511 above. OR by a candidate from another health sciences discipline who can contribute to health research relevant to the development of nursing knowledge and to the teaching of undergraduate and graduate nursing students. Preference will be given to nurse applicants. Two positions will be filled at the rank of Assistant Professor and one position may be filled at the Associate Professor rank. Rank and salary will be determined based on qualifications and experience. Position: Anticipated and expected: include developing and maintaining an on-line program of extended learning; teaching nursing courses at the undergraduate and graduate levels in areas of interest; participating in the education of graduate students through thesis/comprehensive examination supervision; service in Faculty, University, and professional committees and activities; and where relevant, practicing in an area of clinical expertise. Successful applicants may be required to offer courses on-site or through delivery by various distance education modalities. GENERAL QUALIFICATIONS: 1. A Baccalaureate degree in Nursing and a Master's degree in Nursing or a related discipline. 2. Registration or eligibility for registration with the College of Registered Nurses of Manitoba (CRNM). 3. Teaching experience at a University preferred. 4. Recent clinical experience in related area preferred. 5. Excellent communication and interaction skills. 6. Ability to foster collegial relationships. 7. Scholarly capabilities. Starting Date: July 1, 2010. Rank and salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The closing date for applications is October 2, 2009; however, applications will be accepted until suitable candidates are found. Applications including a curriculum vitae and the names, addresses, telephone and fax numbers, and e-mail addresses of three references should be sent to: Dr. Dauna Crooks, Dean, Faculty of Nursing, University of Manitoba, Winnipeg, MB, R2T 2N2. Fax: 204-474-7500 or dauna.crooks@umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with the protection of privacy provisions of "The Freedom of Information and Protection of Privacy (Manitoba)". Please note that curriculum vitae may be provided to participating members of the search process. For more information about our dynamic and exciting environment and opportunities that await you, please contact us at nursing, info.umanitoba.ca or visit our website at: www.umanitoba.ca/nursing.

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Strong candidates specializing in any aspect of organizational behaviour are encouraged to apply. The School relies heavily on quality teaching pedagogy and supports high quality management education. Successful applicants may be required to offer courses on-site or through delivery by various distance education modalities. GENERAL QUALIFICATIONS: 1. A Baccalaureate degree in Nursing and a Master's degree in Nursing or a related discipline. 2. Registration or eligibility for registration with the College of Registered Nurses of Manitoba (CRNM). 3. Teaching experience at a University preferred. 4. Recent clinical experience in related area preferred. 5. Excellent communication and interaction skills. 6. Ability to foster collegial relationships. 7. Scholarly capabilities. Starting Date: July 1, 2010. Rank and salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The closing date for applications is October 2, 2009; however, applications will be accepted until suitable candidates are found. Applications including a curriculum vitae and the names, addresses, telephone and fax numbers, and e-mail addresses of three references should be sent to: Dr. Dauna Crooks, Dean, Faculty of Nursing, University of Manitoba, Winnipeg, MB, R2T 2N2. Fax: 204-474-7500 or dauna.crooks@umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with the protection of privacy provisions of "The Freedom of Information and Protection of Privacy (Manitoba)". Please note that curriculum vitae may be provided to participating members of the search process. For more information about our dynamic and exciting environment and opportunities that await you, please contact us at nursing, info.umanitoba.ca or visit our website at: www.umanitoba.ca/nursing.

Young, ambitious and innovative are only part of the story

President and Vice-Chancellor

You are a builder at heart. A builder of relationships. Of teams. Of stature.

As the eighth President and Vice-Chancellor of the University of Calgary, you will lead a young institution that has already surpassed expectations. The University of Calgary is ranked among the top 10 Canadian universities by many measures, including sponsored research funding, graduation of Ph.D. students and the quality of its professors. Inspire it to ascend even greater heights.

You will preside over a \$1-billion budget and an equally large capital expansion that includes new academic, service and residence facilities. Grow a university population that today stands at 28,000 students, 135,000 alumni, and 6,000 faculty and staff. Reinforce the University's standing as one of Canada's G13, through 17 faculties, 100 academic programs, more than 30 research institutes and one of Canada's largest overseas educational facilities – the nursing school in the State of Qatar.

The University is well-positioned to take its place, alongside the City of Calgary, as a globally recognized centre of dynamism and achievement. Calgary's businesses and its citizens are highly invested in the University with both passion and resources. It has accomplished a place in the top three universities nationally for annual fundraising, with an endowment that is ranked in the top seven.

The University of Calgary is challenging conventional wisdom in favour of embracing change and driving progress with a values-based plan, driven by the student experience. Build on that vision.

as you work closely with all of the University's engaged, involved stakeholders, expanding and enriching signature programs in undergraduate and graduate studies and research.

An excellent communicator, you will foster open and productive dialogue with an internal audience of students, deans, faculty and support staff, and with an external audience that includes governments, the private sector, other leading research institutions, alumni, donors, the people of Calgary and beyond. As the University's President, Vice-Chancellor and leading advocate, you will ensure that its international reputation keeps pace with its achievements.

A respected academic or community leader, you have the credentials and demonstrated capacity to lead. You have earned a reputation for engaging the energetic support and respect of your team and stakeholders through your commitment, enthusiasm and the results you elicit. You have the experience to see potential and the power to realize it.

To explore this opportunity further, or to share your input on this important selection process, please visit: www.ucalgary.ca/presidentialsearch/. Alternatively, contact Hamilton Hall Soles/Ray & Berntson: uofcalgary@hhsr.ca or phone + (416) 403-410-6700.

All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.



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CAREERS CARRIÈRES

who can lead the next stage of development and implementation. Responsibilities will include marketing of the program, recruitment of employers and sites, work term development, site visits, classroom teaching, coordination of experiential activities, management tasks related to experiential (e.g., assessment), development of student performance tools and scholarship. Applicants should have a vision for the future of pharmacy in Canada, a strong background in teaching and lead the creation of a new curriculum as an unusual opportunity. Preference will be given to individuals with qualifications in Ontario, and individuals with managerial and/or 10+ years of pharmacy experience. Salary is negotiable within a range commensurate with experience and qualifications. Submissions should include: 1) a letter of application, 2) your curriculum vitae, 3) the names of three individuals willing to furnish a letter of reference, and 4) a statement regarding your interest in experiential education and teaching. Please submit your completed application to pharmjob@waterloo.ca. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHARMACY (RURAL PRIMARY CARE) – University of Waterloo. The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate this, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward thinking faculty member who shares this vision, to join our ground breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for its teaching entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm, interact with employees from entrepreneurial companies such as RIM, the maker of BlackBerry, and Open Text, and benefit from diverse ethnic and cultural backgrounds and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Gateway Rural Health Research Institute located in Seaford, Ontario (approximately one hour west of Kitchener/Waterloo) is creating a centre for research healthcare issues in rural populations, the first community-driven rural research centre in Canada. Two of its major drivers are that most healthcare-related research conducted in Canada and elsewhere is based on test populations located close to large urban medical centres, and studies show a higher prevalence for a number of medical conditions and probability for medical conditions in rural areas. Seaford is a critical member of the health care and research team, they are partnering with us to create a rural primary care facility position. Gateway provides an inter-professional primary care site that links with local hospitals, long term care facilities and a Community Care Access Centre. Assistance is strategically placed for the development of ambulatory pharmacy initiatives and practice research. Dependence on a strong expertise, an array of opportunities exist for teaching in many primary care areas within our integrated patient focused care course series. This individual would have a strong role in guiding our curriculum development as we work to produce graduates who can participate in the expanded scope of pharmacy practice here in Ontario. We are seeking candidates who offer exceptional communication and teaching skills, a strong innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a Pharm.D. or Ph.D. degree. Candidates must have post doctoral experience or exemplary practice-based clinical experiences. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in evidence based clinical practice. Applicants should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1-2 pages) of the proposed research and scholarly activity. Please submit your completed application to pharmjob@waterloo.ca by October 1, 2009. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHARMACY/PHARMACEUTICS – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite applications for tenure-track or tenure faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceuticals, pharmaceutical nanotechnology, pharmacology, pharmaceutical immunology, and Informatics (pharmaco and medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embraces integration at all levels: theory with practice, pharmacy with medicine and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breakthroughs. Having opened its doors, the School will ultimately be home to 450 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a vibrant community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with transdisciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applicants should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in transdisciplinary research. Please direct complete applications via email to pharmjob@waterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

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PHARMACY – University of Waterloo. The Department of Pharmacy at the University of Waterloo invites applications for an open rank position (tenure-track/tenured) to begin 1 July 2010. AOC: either assistant professor or full professor. AOC: Open. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applicants should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in transdisciplinary research. Please direct complete applications via email to pharmjob@waterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

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outstanding research potential and evidence of teaching and academic excellence. Duties will include research, undergraduate and graduate instruction, and administrative service. Applications, including a writing sample and curriculum vitae, should be sent to: Dr. James O. Young, Chair, Department of Philosophy, University of Waterloo, P.O. Box 3045, STN CSC, Waterloo, ON, Canada, N2L 3G1. Phone: 226-721-7532; Fax: 226-721-7511; Email: philweb@uwaterloo.ca; <http://web.uwaterloo.ca/philosophy>. Applicants should arrange for three confidential letters of reference to be sent directly to the Chair. Deadline for applications and letters of reference is 1 December 2009. The University of Waterloo is an equal employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples, people of all sexual orientations and

gender, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. ■ **PHILOSOPHY – Saint Mary's University.** The Department of Philosophy at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor commencing July 1, 2010. The Department seeks to hire a philosopher in the analytic tradition, broadly conceived. The area of specialization is open, but applicants should note that the Department has particular teaching needs in ethical theory and early modern philosophy. For more information on the Department, including members' research interests, applicants are invited to consult the Department's website at www.smu.ca/academics/arts/philosophy. The successful candidate will hold a PhD at the time of appointment, demonstrate an aptitude for undergraduate teaching, and provide evidence of an active research program. Among the successful candidate's responsibilities will be teaching at the introductory level. Saint Mary's University is uniquely committed to serving the local, regional, national, and international communities, and to integrating such activity as part of the learning environment for undergraduate and graduate students. Applicants should submit curriculum vitae, graduate school transcripts, teaching dossier, writing sample, and contact information for three referees to: Dr. John E. MacKinnon, Chair, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. The closing date for applications is October 15, 2009. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. ■ **PHILOSOPHY – Dalhousie University.** The Department of Philosophy at Dalhousie University invites applications for a probationary tenure stream appointment at the Assistant Professor/Lecturer level, effective July 1, 2010. This position is subject to budgetary approval. Area of specialization: Political Philosophy or Social Philosophy or Legal Philosophy. Areas of competence: Open. However, History of Philosophy is an asset; interdisciplinary interest and capability is also an asset. The successful applicant will be teaching

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Alberta Health Services

Alberta Health Services (AHS) is the provincial health authority responsible for overseeing the planning and delivery of health services and support to 3.5 million Albertans. It's one of the world's largest health systems, and with 89,000 staff, is one of Canada's largest employers. Together, we'll create accessible, sustainable and patient-focused health care across rural, community, urban and academic settings.

Our organization is home to great employment opportunities at over 400 sites situated in both rural and urban locations throughout Alberta. What's more, working at AHS enables a better quality of life, not only for our staff, but for their families – providing the kind of lifestyle that you only find in Alberta.

SENIOR VICE PRESIDENT, RESEARCH

AHS is seeking an experienced leader to oversee the strategic directions and objectives for the organization's provincial research efforts. Reporting to the Executive Vice President, Strategy and Performance, this key leadership position will: support and advise the Executive Team and Chief Executive Officer on health research; establish and maintain positive relationships with key health care, health research, government and academic stakeholders at a local, provincial and national level; bring focus to AHS-relevant health research in the implementation, management and monitoring of provincially integrated health research infrastructure and activities, and ensure appropriate knowledge transfer for the efficient delivery of services and promotion of optimal patient care. The successful candidate will hold a PhD or MEd with a Graduate degree in health research or a related discipline preferred (equivalencies of education and experience may be considered). As well, a minimum of 10 years research experience is required with extensive experience gained at a senior leadership level across a diverse range of functions. The incumbent will have eligibility for an academic appointment/standing with the University of Calgary and/or University of Alberta, and have a strong publication record in broadly defined health research.

This executive position offers a competitive salary and comprehensive benefits package. Relocation assistance is available.

REQUIREMENTS

- bring your skills to their highest challenge
- be part of a founding team
- experience unprecedented opportunities to innovate health care
- make a meaningful difference to 3.5 million Albertans

For a more comprehensive description of the position and to apply online, please visit www.albertahealthservices.ca or submit an application quoting competition number: BY-00373-SP by September 30, 2009, via e-mail to careers@albertahealthservices.ca

ALGOMA University President

Algoma University, Canada's newest university, is seeking a new President. The President will be a dynamic and exceptional leader with vision and an appreciation for the special mission of Algoma University.

In June 2008, the Algoma University Charter set out the following mission for Algoma University: a) to be a teaching-oriented university which provides programs in liberal arts and sciences and professional programs, primarily at the undergraduate level, with a particular focus on the needs of northern Ontario; and b) to cultivate cross-cultural learning between the Aboriginal communities and other communities, in keeping with the history of Algoma University and its geographic site. Together with its Anishinaabe partner, Shingwauk Kinooamaage Gamig, Algoma University will build on its 40-year history of delivering undergraduate programming.

Located in Sault Ste. Marie, Ontario, Algoma University is home to approximately 1,150 students and offers more than 30 degree options, encompassing both mainstream Arts and Science disciplines and innovative programs in Computer Science, Business Administration, Fine Arts, Anishinaabemowin, and Community Economic and Social Development. It has an operating budget of approximately \$15 million. The 190 full- and part-time faculty and staff are very committed to the mission of the new and independent University. The community of Sault Ste. Marie is ready to embrace a new President who will take their University to great heights.

Sault Ste. Marie is a northern Ontario community with a population of approximately 75,000, located on the St. Mary's River, only minutes from the coast of Lake Superior. This city offers both the advantages of city life and the luxury of living between two Great Lakes in the spectacular Canadian Shield country that inspired the Group of Seven. The rugged natural beauty of the area is world-renowned.

Reporting to the Board of Governors, the President is responsible for implementing the policies set by the Board and for providing leadership and financial direction for the University. The President will provide strong leadership in these challenging fiscal times, bring an innovative and enthusiastic approach to increasing enrolment dramatically, and motivate and mentor the senior leadership team to enhance program development and delivery.

Candidates for this attractive academic opportunity will have exceptional leadership ability, with a track record of accomplishment in senior-level university administration, government, or other complex organizations. The next President of Algoma University will have an appreciation of, and a commitment to, the special mission of Algoma University, and a proven ability to build effective teams and community partnerships. He or she will possess exceptional communication, interpersonal and relationship-building skills, and a record of being accessible and visible, both internally and externally, as a leader.

Consideration of candidates will begin in September 2009 and continue until the position is filled. The appointment, for an initial five-year term, begins July 1, 2010. Nominations, applications and expressions of interest should be submitted in confidence to the address shown below. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

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CAREERS CARRIÈRES

ing courses at Introductory, intermediate and advanced undergraduate/graduate levels, as well as participating in graduate thesis supervision. Experience in teaching and in research potential is a requirement. Applicants must hold (or be about to receive) a PhD in Philosophy. Salary will depend upon qualifications and experience. A complete curriculum vitae, transcripts (undergraduate and graduate), a writing sample, a teaching dossier (including evidence of teaching effectiveness and a statement of teaching interests and philosophies), a statement of research interests, and three confidential letters of recommendation (in hard copy, forwarded separately by the referees) are required for application. A record of publication will be an asset. Applications should be sent to Tom Vint: Chair, Department of Philosophy, Dalhousie University, Halifax, NS, Canada B3H 4P9, (phone: use dalhousie.ca for correspondence). Please note the official closing date for applications is October 30, 2009. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racial/ethnic visible persons and women.

■ **PHILOSOPHY** – University of Waterloo, The University of Waterloo Department of Philosophy invites applications for a tenure track position of the rank of Assistant Professor, A.S. Dean, but with potential for promotion to the rank of Associate Professor. The Department also has teaching needs in Legal/Political Philosophy and 19th & 20th Century Continental Philosophy. Applicants are expected to have a completed PhD in Philosophy by the time the appointment commences, some teaching experience, and publications. The position will commence on September 1, 2010, subject to budgetary approval. Duties include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department is 2/2. The closing date for applications is November 20, 2009. Candidates should send a curriculum vitae, three confidential letters of recommendation, and a writing sample to: Professor Joseph Novak, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue W, Waterloo, Ontario, N2L 3G1, (Fax: 519-746-3097). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. For further enquiries, call 519-888-4567, Ext. 32245 (e-mail: jnovak@uwaterloo.ca).

■ **PHYSICAL THERAPY** – University of Western Ontario. The Faculty of Health Sciences, School of Physical Therapy at the University of Western Ontario invites applications for 2 full-time faculty positions. A One Full-time probationary (tenure-track) Assistant Professor position in the Musculoskeletal area. In this position, the successful candidate will have academic responsibilities in research, teaching and service. The candidate will support the Master of Clinical Science (Master's) and Master of Physical Therapy (MPT) programs and supervise students in the MSc and PhD programs. The Physical Therapy and Rehabilitation Sciences Graduate Program. Candidates must be physical therapists, hold a PhD related to musculoskeletal health and be eligible for licensure with the College of Physiotherapists of Ontario. As well, candidates must be credentialed to teach in the Canadian Physiotherapy Association D.Philosophy Division system and/or be a Fellow of the Canadian Academy of Manipulative Therapies (FCAMT) or equivalent. Please quote Number HS 107 on all correspondence. b. One full-time probationary (tenure-track) Assistant Professor position in the Neuroscience area. In this position, the successful candidate will have academic responsibilities in research, teaching and service. The candidate will support the Master of Physical Therapy (MPT) program, the Physical Therapy Field of the Health and Rehabilitation Sciences Graduate Program in Neuroscience. Candidates must be physical therapists, hold a PhD related to neuroscience and be eligible for licensure with the College of Physiotherapists of Ontario. Please quote Number HS 108 on all correspondence. The University of Western Ontario, with its affiliated teaching hospitals and research institutes, is known as one of Canada's premier centers for research in rehabilitation sciences and musculoskeletal health. The School of Physical Therapy is committed to solidifying a world class reputation in musculoskeletal health, while complementing university-wide research strengths in the neurosciences, cardiovascular and respiratory health, and child and family health. The School of Physical Therapy is part of the Faculty of Health Sciences at UWO and has two masters' level programs: 1) an entry-level professional Master of Physical Therapy (MPT) program, and 2) a Master of Clinical Science (MSc) program with two fields of study (Manipulative Therapy and Wound Healing). In addition, the Faculty of Health Sciences offers an interdisciplinary Health and Rehabilitation Sciences Program with a Physical Therapy Field offering MSc and PhD degrees. For more information, see <http://www.uwo.ca/hst/pt>. The effective date of these

appointments is July 1, 2010. Interested applicants should send a curriculum vitae, a brief statement of research interests and future research program, and a summary of teaching philosophy and/or experience, together with the names and contact information of three referees to: Dr. Tom Overend, Director, School of Physical Therapy/Faculty of Health Sciences, Room 1588, Elora College, The University of Western Ontario, London, Ontario, N6G 3H5, <http://www.uwo.ca/hst/>. The deadline for receipt of applications is October 7, 2009. Positions are subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **POLITICAL SCIENCE** – Dalhousie University. The Department of Political Science at Dalhousie University invites applications for a full time, tenure stream appointment as Lecturer/Assistant Professor for a position starting July 1st, 2010. The appointment will be in Environmental Politics. Areas of specialization may include national, regional or urban public policy responses to environmental challenges; global environmental governance, regional environmental regimes and multilateral agreements; the politics of environmental movements; resource policy and social stress, environmental security and crisis management. The successful candidate is expected to teach undergraduate classes on environmental politics and upper level seminars on specialized aspects of the subject matter. The candidate must have a PhD or nearly completed PhD. This position is subject to budgetary approval. Deadline for applications is October 15th, 2009. Candidates should submit an application package, including a complete curriculum vitae, a statement of research and teaching interests and philosophies, sample publications and a teaching dossier. Including course evaluations. Three confidential letters of reference forwarded under separate cover by the referees, should be sent in hard copy to: Chair, Department of Political Science, Dalhousie University, Halifax, Nova Scotia, B3H 4A6, Fax: (902) 494-3825. For further information call (902) 494-2395. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racial/ethnic visible persons, and women.

■ **POLITICAL SCIENCE** – University of Toronto. The Department of Political Science at the University of Toronto Mississauga invites applications for one tenure stream appointment in the field of Comparative Politics with an area specialization in Asia or Africa. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2010. Salary will be commensurate with qualifications and experience. Applicants must have earned a PhD degree in a related field by July 1, 2010 or soon thereafter. Applicants must also have a strong theoretical orientation, knowledge of the core literature in Comparative Politics, and superior research and teaching abilities. The successful applicant will teach undergraduate and graduate courses in the Department of Political Science at the University of Toronto Mississauga. He/she will also become a full member of the Graduate Department of Political Science of the University of Toronto. Applicants should send a curriculum vitae, a statement of research and teaching interests, and a teaching dossier to: Chair, Department of Political Science, University of Toronto Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, L5L 1C6. Applications and materials for application (including a curriculum vitae, a statement of research and teaching interests, and a teaching dossier) must be received by September 30, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto is committed to providing a safe and healthy environment for all. Research and teaching in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **POLITICAL SCIENCE** – University of Toronto. The Department of Political Science and School of Global Affairs at The Munk Centre for International Studies, University of Toronto, invites applications for two joint tenure stream appointments at the rank of Assistant Professor in the field of International Relations. The appointments will begin on July 1, 2010. Applicants must have a PhD or be in near completion. Applicants must also have a strong theoretical orientation, knowledge of the core literature in International Relations, and superior research and teaching abilities. The successful applicant will participate in the teaching programs of the Department of Political Science and the new Professional Masters of Global Affairs (MGA). He/she will also become a full member of the Graduate Department of Political Science at the University of Toronto. Applicants should send a curriculum vitae, a statement of research and teaching interests, and a teaching dossier to: Chair, Department of Political Science, University of Toronto, 127 St. George Street, Toronto, Ontario, M5S 1A5. Applications and materials for application (including a curriculum vitae, a statement of research and teaching interests, and a teaching dossier) must be received by September 30, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHIATRY** – Dalhousie University, Faculty of Medicine. The Department of Psychiatry, Dalhousie University, is seeking applications for a full-time, tenure stream appointment in the field of Clinical Psychiatry. The position will be at the rank of Assistant Professor and will begin on July 1, 2010. Applicants must have a PhD or be in near completion. Applicants must also have a strong theoretical orientation, knowledge of the core literature in Clinical Psychiatry, and superior research and teaching abilities. The successful applicant will participate in the teaching programs of the Department of Psychiatry and the new Professional Masters of Global Affairs (MGA). He/she will also become a full member of the Graduate Department of Political Science at the University of Toronto. Applicants should send a curriculum vitae, a statement of research and teaching interests, and a teaching dossier to: Chair, Department of Psychiatry, Dalhousie University, 1085 College Street, Halifax, Nova Scotia, B3H 4A6. Applications and materials for application (including a curriculum vitae, a statement of research and teaching interests, and a teaching dossier) must be received by September 30, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY** – University of Saskatchewan. The Department of Psychology at the University of Saskatchewan invites applications for a full-time, tenure stream appointment in the field of Clinical Psychology. The position will be at the rank of Assistant Professor and will begin on July 1, 2010. Applicants must have a PhD or be in near completion. Applicants must also have a strong theoretical orientation, knowledge of the core literature in Clinical Psychology, and superior research and teaching abilities. The successful applicant will participate in the teaching programs of the Department of Psychology and the new Professional Masters of Global Affairs (MGA). He/she will also become a full member of the Graduate Department of Political Science at the University of Toronto. Applicants should send a curriculum vitae, a statement of research and teaching interests, and a teaching dossier to: Chair, Department of Psychology, University of Saskatchewan, 107 Sciences Building, Saskatoon, Saskatchewan, S7N 3V5. Applications and materials for application (including a curriculum vitae, a statement of research and teaching interests, and a teaching dossier) must be received by September 30, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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Senior Associate Dean and Director, Faculty of Management

UBC Okanagan has formed a strategic alliance with the Sauder School of Business at The University of British Columbia in Vancouver, Canada's leading academic business school, committed to maintaining its international reputation for excellence in learning and research.

UBC Okanagan opened in September 2005 as a distinct small university campus located in beautiful Kelowna, B.C. With a goal of serving 7,500 students and providing them access to the internationally recognized University of British Columbia degree, UBC Okanagan features a strong commitment to community involvement and direct access to research activity.

The Faculty of Management at UBC Okanagan is poised for significant growth, program development, faculty complement, and research productivity. The Faculty has adopted an initial set of integrative research themes, which include Sustainable Enterprise Development and Integrated Services Management.

The Senior Associate Dean and Director will report to the Dean of the Sauder School of Business and provide strong and innovative leadership within the Faculty. The successful candidate will be responsible for continuing to build the Faculty and for maximizing the alliance with the Sauder School of Business, while uniting people around a common purpose and direction.

The ideal candidate will have administrative experience at the Associate Dean level at a well-recognized business school and have a record supporting appointment at the rank of Full Professor. To meet the needs of the Faculty of Management, the Director will most likely have program development and research interests in Service Management, Tourism, Entrepreneurship or Enterprise Development. The successful candidate will be a passionate and dynamic builder and enjoy mentoring faculty.

Consideration of candidates will begin in **October 2009**, with the new Senior Associate Dean to take office as early as **January 2010** or at a mutually agreed later date.

UBC Okanagan hires on the basis of merit and is strongly committed to diversity within its community and especially welcomes applications from women, visible minority group members, Aboriginal persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to further diversification of ideas. The University encourages all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Please direct response in confidence to the address shown below.

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CAREERS CARRIÈRES

a dynamic combination of programs in the humanities and the arts, the social sciences, and natural sciences. The programs include undergraduate and graduate students in the College and over 300 faculty including 12 Canada Research Chairs. The College emphasizes student and faculty research, interdisciplinary programs, community outreach and international opportunities. Successful candidates will demonstrate exceptional academic achievement and a proven record of excellence in teaching and research. They will be expected to develop a vigorous, externally funded research program. Applications will be accepted until November 15, 2009, or until the position is filled. Please submit a curriculum vitae, copies of relevant publications and teaching evaluations, and a cover letter detailing how your research and clinical practice, past, present, and future would contribute to the clinical program. Applicants should also arrange to have three letters of reference sent to: Head, Department of Psychology, University of Saskatchewan, 9 Campus Drive Saskatoon, Saskatchewan, Canada, S7N 5A5; Phone: (306) 966-6668, Fax: (306) 966-6530. For further information about the clinical psychology program, please see <http://artsandscience.ca/psychology/programs/clinical/>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is strongly committed to employment equity. The University especially welcomes applications from Aboriginal persons, members from visible minorities, women, and persons with disabilities, and encourages members of the designated groups to self-identify on their applications.

■ PSYCHOLOGY – University of Victoria. Located in Victoria, British Columbia close to Vancouver and Seattle, the Department of Psychology at the University of Victoria invites applications for two tenure-track appointments in Clinical Psychology: one at the Assistant Professor level and one at the Associate Professor level. The successful candidates' areas of specialty will fall within the field of clinical neuropsychology. The position will contribute to the University's accredited Graduate Program in Clinical Psychology. The positions begin on July 1, 2010. Candidates must have a PhD in Clinical Psychology from a CPA/APA-accredited program with specialized training in neuropsychology, and must have completed a 12-month CPA or APA-accredited internship. Candidates must be registered or be eligible to be registered by the College of Psychologists of BC. We are seeking candidates with the ability to actively contribute to the operation of our Clinical Psychology Graduate Program. Applicants at the Assistant Professor level must present evidence of potential for a strong independent research career in the area of clinical neuropsychology. Candidates at the Associate Professor level must demonstrate a strong research trajectory evidenced by publications and grant funding. Applicants must also present evidence for potential excellence in teaching at the graduate and undergraduate levels. Some of the following areas: functional neuroanatomy, neuroimaging, neuroendocrinology, neuropsychopharmacology, clinical neuropsychology, developmental neuropsychology, neuropsychological assessment, clinical neuropsychology, cognitive rehabilitation, cognitive assessment, general clinical psychology. Duties will include instruction, a successful program of research (as evidenced by publications and external grant support), teaching and student supervision at the graduate and undergraduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Graduate Program in Clinical Psychology, Department and University. In addition to excellence in Clinical Neuropsychology, the Department of Psychology offers opportunities for collaborative work with colleagues in the Cognitive and Brain Sciences Program (see <http://web.uvic.ca/psych/cognitive/>) and the Life-Span Development Program (see <http://web.uvic.ca/psycdev/>) and the University's psychology-linked, multidisciplinary Centre for Aging Research (see <http://web.uvic.ca/psych/aging/>). Centre for Youth and Society (www.youthsociety.uvic.ca), Centre for Addictions Research of BC (www.carbc.ca) and Centre for Biomedical Research (http://cbr.uvic.ca). Ongoing areas of research interest within the Department of Psychology include: Alcohol and Drug Dependence, Fetal Alcohol Syndrome, Autism, Dyslexia, Traumatic Brain Injury, Cognitive Aging, Addictions, Executive Function, Self-Regulation, Memory and Language. To apply, send a curriculum vitae (including citizenship status), description of research and teaching experience and plans, copies of relevant scholarly publications, available evidence of teaching effectiveness, and three letters of reference to: Clinical Psychology (Clinical Neuropsychology) Search Committee, Holly Tuckie, Ph.D., Chair, Department of Psychology, University of Victoria, P.O. Box 3800 STN CSC, Victoria, BC, Canada, V8W 3P5. Application review will begin on December 1, 2009, and continue until the positions are filled. The University of Victoria is an equal employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given priority. The University of Victoria, one of Canada's leading universities, provides students and faculty with a rich learning environment. Widely recognized for leadership in research, inspired teaching, and community involvement, UVic provides innovative programs, realistic experiences and a diverse and welcoming West Coast environment. Student enrolment for 2007-08 was 13,193. Faculty & Staff (May 2008): 5,028.

■ PSYCHOLOGY – University of British Columbia. The Department of Psychology at the University of British Columbia (www.psych.ubc.ca) invites applications for a tenure-track position in Behavioural Neuroscience, which will begin 1 July 2010. This position is budgeted for the Assistant Professor level. Candidates must have a PhD before commencing the position. We are seeking someone who can add to the departmental strength in animal-based behavioural neuroscience. (Primate facilities are not available.) We are seeking individuals with strong research records appropriate to a research-oriented doctoral program, who have strong commitment to teaching and research supervision of undergraduate and graduate students. The successful candidate will be expected to maintain a program of effective teaching, graduate supervision, scholarly research leading to publication, and service. The starting salary for the position will be commensurate with experience. The University of British Columbia hires based on merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. This position is subject to final budgetary approval. Applicants for the position should send a curriculum vitae, samples of their scholarly work, statements of their research and teaching interests, evidence of their teaching abilities and effectiveness (course outlines, student evaluations, etc.), and at least three confidential letters of recommendation to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, BC, Canada, V6T 1Z4. The closing date for applications is 15 November 2009.

ations, etc.), and at least three confidential letters of recommendation to: Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, BC, Canada, V6T 1Z4. The closing date for applications is 15 November 2009.

■ QUANTUM INFORMATION (CERC) – University of Waterloo. The Institute for Quantum Computing (IQC) at the University of Waterloo invites applications for a Canada Excellence Research Chair (CERC) (www.cerc.gc.ca). The search is focused on an outstanding experimentalist with exceptional research accomplishments in the field of quantum information. The position will be joint between IQC and one of the departments in the Faculty of Science, Engineering or Mathematics. The Chair comes with a research grant up to \$10 million over seven years. The Chair of IQC has been invited to the final phase of the CERC process and the successful candidate will work with the University of Waterloo to prepare the Phase 2 application. It is expected that the candidate will be an exceptional leader in quantum information science and technology with an established group and a bold vision. Responsibilities will include leading a world-class experimental research group at IQC and the supervision of graduate students, as well as some teaching at the graduate and undergraduate levels. It is expected that the appointee will be the associate or full professor level hence an individual with a record and experience commensurate with that level of appointment is required. Effective date of appointment is negotiable, Nov. 17, 2009 or later. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The University of Waterloo is host to information about Quantum Computing (QC). Information about QC personnel and activities can be found at www.iqc.uwaterloo.ca. The IQC, at present, includes 18 faculty, 20 PhDs and 23 students working in quantum information science. The candidate will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics and UW's Centre for Applied Cryptographic Research. Interested individuals should apply online at: www.iqc.ca/positions/qc/cerc.php. For more information contact: Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 2G1; Phone: (519) 888-4021; Fax: (519) 888-7610; Email: laflamme@uwaterloo.ca. The deadline for receiving applications is 15 August 2009 (late applications may be considered until October 15th). The appointment is subject to approval by the CERC Selection Board.

■ SCIENCE IN QUANTUM INFORMATION (CERC) – University of Waterloo. The Institute for Quantum Computing (IQC) at the University of Waterloo invites applications for a Canada Excellence Research Chair (CERC) (www.cerc.gc.ca). The search is focused on an outstanding experimentalist with exceptional research accomplishments in the field of quantum information. The position will be joint between IQC and one of the departments in the Faculty of Science, Engineering or Mathematics. The Chair comes with a research grant up to \$10 million over seven years. The Chair of IQC has been invited to the final phase of the CERC process and the successful candidate will work with the University of Waterloo to prepare the Phase 2 application. It is expected that the candidate will be an exceptional leader in quantum information science and technology with an established group and a bold vision. Responsibilities will include leading a world-class experimental research group at IQC and the supervision of graduate students, as well as some teaching at the graduate and undergraduate levels. It is expected that the appointee will be the associate or full professor level hence an individual with a record and experience commensurate with that level of appointment is required. Effective date of appointment is negotiable, Nov. 17, 2009 or later. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The University of Waterloo is host to information about Quantum Computing (QC). Information about QC personnel and activities can be found at www.iqc.uwaterloo.ca. The IQC, at present, includes 18 faculty, 20 PhDs and 23 students working in quantum information science. The candidate will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics and UW's Centre for Applied Cryptographic Research. Interested individuals should apply online at: www.iqc.ca/positions/qc/cerc.php. For more information contact: Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada, N2L 2G1; Phone: (519) 888-4021; Fax: (519) 888-7610; Email: laflamme@uwaterloo.ca. The deadline for receiving applications is 15 August 2009 (late applications may be considered until October 15th). The appointment is subject to approval by the CERC Selection Board.

■ SOCIAL WORK – University of the Fraser Valley. The University of the Fraser Valley invites applications for the position of Director of the School of Social Work and Human Services. This is a five year term appointment with the possibility of renewal for a second term. Located within the Faculty of Professional Studies, the School of Social Work and Human Services offers degree, diploma and certificate programs in Generalist and Child Welfare Options, a Diploma in Social Services (Generalist & First Nations Option), a Community Support Worker Certificate and Substance Abuse Counselling Certificate. An MSW program is planned to commence in September 2010. The BSW program is fully accredited by the Canadian Association of Social Work Educators. UVF is a teaching intensive regional multi-campus university with a current enrolment in excess of 11,000 students pursuing more than 80 degree, diploma and certificate programs. The university is committed to teaching excellence and this goal is realized through small class sizes, support for research and scholarship, and strong linkages to our communities of practice. The School has developed collaborative relationships with the Stolo Nation and all BSW students take a required course in Aboriginal Social Work. The Director of the School of Social Work and Human Services is the academic leader and administrative head responsible for all programs developed through the School. Responsibilities include the academic leader and administrative head responsible for all programs developed through the School. Responsibilities include: program development; community liaison; and maintenance of accreditation status. The Director will be responsible for encouraging collaborative interdisciplinary teaching and learning and applied research, support and mentor faculty development in a collegial working environment, and create and maintain a strategic plan for the realization of the vision of the School. Leadership will involve building and maintaining relationships within the School and the broader university community, the local social policy and social service communities, and various professional associations. Candidates should possess an MSW and a PhD in social work or a related field (PhD candidates nearing completion will also be considered). Applicants are expected to have administrative and university teaching experience as well as a record of scholarship and knowledge of the professional community. Candidates should also be able to demonstrate their organizational and leadership skills in team building, strategic planning and community engagement. Knowledge of the Canadian social welfare context and Aboriginal social work practice would be assets. Direct resume including evidence of appropriate qualifications by September 15, 2009, referring to POSTING 2009.11 to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada V2S 7M8, Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.uvf.ca; Email resumes to: enfrsh@uvf.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for consideration. The University of the Fraser Valley is committed to the principle of equity in employment.

■ SOCIAL WORK – University of Windsor. The University of Windsor invites applications for three tenure-track faculty positions in the School of Social Work. The proposed positions are for a full-time appointment at the rank of Assistant and Associate Professor. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N6B 3P4. Phone: (519) 253-3000 ext. 30567; Fax: (519) 973-7036; Email: angell@uwindor.ca. For information on the University of Windsor or the City of Windsor, contact North America, call collect outside of North America at 001-519-561-1432 or Email: recruitment@uwindor.ca.

■ SOCIOLOGY – Saint Mary's University. The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2010. We seek a Sociologist who will contribute to teaching in

MEMORIAL UNIVERSITY

Director, School of Music

Memorial University of Newfoundland invites applications and nominations for the position of Director of the School of Music. Memorial is seeking a visionary and creative leader who will work with all members of the School and its communities to enhance its profile and standing, and will address the strategic initiatives designed to ensure its continuing success.

The largest school of music in Atlantic Canada, the School combines scholarship, musical performance, composition and music education. It offers both undergraduate and graduate degrees. The B.Mus. includes majors in performance, theory and composition; history and literature of music; general musical studies; and two joint majors. In collaboration with the Faculty of Education, the School offers a Conjoint B.Mus./B.Mus.Ed. Graduate degrees include the M.Mus. in performance, performance/pedagogy and conducting, and the M.A. and Ph.D. in Ethnomusicology. The School has about 200 students, 23 full-time faculty members and 14 part-time faculty. The Centre for the Study of Music, Media and Place (MMaP) is a meeting ground for researchers, traditional musicians and new media. School resources include the D.F. Cook Recital Hall and Petro-Canada Hall, and practice and rehearsal space, as well as extensive multimedia and recording capabilities and an audio restoration studio. More information about the School and its programs is available at www.mun.ca/music.

The School of Music is one of fourteen Faculties and Schools at Memorial. Founded in 1925, Memorial is the largest university in Atlantic Canada, offering more than 100 degree programs to a student population of 17,600. Memorial has two campuses in St. John's, including the Marne Institute, Canada's leading centre of fisheries and marine training; a campus in Corner Brook, Sir Wilfred Grenfell College; and a fourth campus located in Harlow, England, midway between London and Cambridge.

Reporting to the Vice-President, Academic and Pro Vice-Chancellor, the next Director of the School of Music will lead the School in enhancing its excellence in performance, research and education, and in acquiring resources for the renewal of the School's space, in the continuing development of the graduate programs, and in outreach and community activities. The successful candidate will have an outstanding academic and professional record, including demonstrated effectiveness as a leader and proven ability to work collaboratively with faculty, students, staff and external groups and organizations, and a strong understanding of contemporary schools of music and of the forces currently affecting the entire field of music.

Memorial is actively committed to diversity and to the principles of Employment Equity, and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in October 2009, and the appointment will be effective July 1, 2010. Written nominations, applications, or expressions of interest for the position should be submitted in confidence to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
munmus@jwasearch.com

Janet Wright & Associates Inc.

Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

La Section des carrières Travail Académique.ca

CAREERS CARRERES

Quantitative Methods and whose research areas are preferably Class and Critical Political Economy. Candidates should have a PhD or be near completion. We encourage applicants to consult faculty web pages to determine how, as potential hires, candidates might enrich or expand the Department's intellectual community. The Department offers undergraduate degrees in Sociology and Criminology as well as a Master of Arts Degree in Criminology. The University is committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Applicants are asked to include in their packages a curriculum vitae, an example of recent published work, teaching portfolio, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to Dr. Evangelia

Tasoglou, Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The deadline for completed applications is September 30, 2009. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **SOCIOLOGY – University of Victoria.** The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor or Associate Professor. This position is subject to budgetary approval with earliest commencement on July 1, 2010. The department seeks to hire a quantitative researcher in the area of substance use, drug policy and/or addictions research. Applicants with a research interest in criminology/deviance/social control

will also be considered as long as the program of scholarship has demonstrated relevance to addictions. The successful candidate is expected to teach undergraduate and graduate-level statistics, and to contribute to the activities and programs of both the Department of Sociology (<http://www.uvic.ca/soc/>) and the Centre for Addiction Research of British Columbia (<http://www.carc.ca/>) located at the University of Victoria. A completed PhD in Sociology or a related discipline, or PhD status with an expected completion date no later than the start date of the position is expected. This position in the first instance is directed at Assistant Professor level to mid-career Associate Professor level. More senior Associate Professor applications may also be considered. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research.

■ **SOCIOLOGY – McGill University.** Applications are invited for a tenure-track Assistant Professor position, commencing September 2010. We are looking to expand our strength in the area of ethnicity and migration. Within this substantive area, research with a focus on gender is welcome. Ability to teach advanced qualitative or quantitative methods is expected. Interested persons should write to: Chair, Recruitment Committee, Department of Sociology, McGill University, Stephen Leacock Building, Room 713, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a cover letter, curriculum vitae, a teaching portfolio and sample of work. Letters from three referees should be submitted directly to the department on behalf of the candidate. We will be reviewing applications on September 15, 2009. For more information on the Department, visit our website at www.mcgill.ca/soc/. In accordance with Canadian Immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. The language of instruction at McGill is English, however a working knowledge of French is an asset.

■ **SOCIOLOGY – University of Toronto Mississauga.** The Department of Sociology, University of Toronto Mississauga, invites applications to a full-time tenure-track appointment at the Assistant Professor level with primary interests in Social Legal Studies and/or Criminology, starting July 1, 2010. A Ph.D. in Sociology or a closely related field is required. Candidates must have an excellent research and teaching record. Salary is commensurate with qualification and experience. The appointment is at the University of Toronto Mississauga (UTM), which is a research-intensive institution having an interdisciplinary commitment, a multicultural student body, and a modern and spacious campus. The University offers the opportunity to conduct research, teach and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs and centres of research. Successful candidates will teach in the undergraduate program at the University of Toronto Mississauga. The successful candidate will be a member of the Graduate Department of Sociology, University of Toronto and will be expected to develop an independently funded program of research and teach in the graduate program at the downtown campus. Additional information on this Department can be obtained at www.utoronto.ca/soc/ (for undergraduate studies), and www.utoronto.ca/soc/soc/ (for graduate studies). The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of the University. To be considered for this position, please apply online at the University of Toronto Academic Career Opportunities and Online Information (http://www.utoronto.ca/faculty_opp/0905097/) by clicking on the link below. Application materials include a Curriculum Vitae, a writing sample, a teaching portfolio and a statement outlining current and future research interests. If you are unable to apply online (or alternatively have large documents to send), please submit your application and other materials to: Professor Kelly Hannah-Moffat, Chair, Department of Sociology, Uni-

versity of Toronto Mississauga, 3359 Mississauga Road North, Mississauga, Ontario, Canada, L5L 1C6; Fax: 905-669-4811; or Email: c/o.pamelia.hannah-moffat@utoronto.ca. Applicants should also ask three referees to send letters of recommendation directly to The Chair at the above address. Application materials and reference letters must be received by the deadline of October 15, 2009. ■ **SPANISH – University of British Columbia.** Applications are invited for a tenure-track position at the Assistant Professor level to commence July 1, 2010, subject to final budgetary approval. Candidates should have a specialization in post-1700 Spanish Peninsular Literature and Culture. A secondary interest in Regional Literature and Culture (Basque, Catalan, Galician, etc.) would be an asset. The successful candidate will teach undergraduate and/or graduate courses in all periods of the field of specialization, and occasionally Spanish language courses at the undergraduate level. He or she will be expected to maintain an active program of research, teaching and service. We seek outstanding candidates with bridging interests who will complement existing strengths within the Department and in other programs and units such as European Studies, Gender Studies, Fine Arts or Theatre and Film Studies. A completed PhD (or solid indication of imminent completion) in Spanish Literature is required. Candidates must have native or near-native fluency in Spanish, with a good command of English, and are expected to demonstrate potential for high quality research and teaching at the graduate and undergraduate levels. Applications must include a letter of application, a curriculum vitae, a description of current and future research and teaching interests, evidence of teaching effectiveness, and a sample of written work. Applicants should also arrange for three letters of reference to be sent directly to: Dr. Ralph Sanok, Professor and Acting Head, Department of Spanish, Portuguese and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, BC, Canada V6T 1Z1; Fax: 604-822-6675; Email: hsc-actinghead@ubc.ca. Completed applications must be received by November 15th, 2009. Emailed applications will not be accepted. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. Salary will be commensurate with qualifications and experience. For more information on the department, visit www.ubc.ca.

■ **SPANISH LINGUISTICS – University of Western Ontario.** The University of Western Ontario, Department of Modern Languages and Literatures (<http://www.uwo.ca/modlang/>), invites applications for a probationary (tenure-track) position at the rank of Assistant Professor in Spanish Linguistics, to begin July 1, 2010. PhD completed or nearing completion in Spanish and/or Linguistics required. Excellence in teaching and research in native or near-native fluency in Spanish are essential. Preference will be given to candidates who work in one of more



DIRECTOR HEALTH EDUCATION AND RESEARCH

The role of Director of Health Education and Research at the University of Victoria presents a tremendous opportunity for a faculty member to lead health education and research within a vibrant, innovative and interdisciplinary context.

The ideal candidate must be a strong results and action-oriented individual, with excellent communication, external relations and collaborative leadership skills. The Director will have a strong record of health research and education, as well as demonstrated success in academic health leadership. The Director must be eligible for a tenured appointment to an appropriate academic unit and will maintain a program of health related research and teaching.

The Director of Health Education and Research will advocate for, promote, and coordinate the university's substantial and growing involvement in health research and training in collaboration with the Office of the Provost, and the Office of the Vice-President Research, the deans and outstanding faculty engaged in health research and training. Health education and research at UVic is broadly represented across all ten faculties, multiple health related research centres and the Island Medical Program, with particular strengths in the training of health care personnel, social dimensions of health, Aboriginal health, health informatics, health related ethics and policy, and biomedical research. The Director will also serve as the contact and coordinator for external health related research councils, health service agencies, and other partners in health related inquiry and innovation.

Consideration of candidates will commence mid September 2009 and the appointment is effective January 1, 2010 (or as soon thereafter as possible). All expressions of interest regarding this position will be treated in strict confidence. Inquiries and applications should be submitted (preferably electronically) to:

Dr. Catherine A. Mateer, Chair
Appointment Committee for the
Director of Health Education and Research
Office of the Vice-President Academic and Provost
University of Victoria
P.O. Box 1700, STN CSC
Victoria, BC V8W 2Y2 Canada
Tel: 41-250-721-7012

Applications may be sent by e-mail to the Committee Secretary at: moffatt@uvic.ca.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, members of visible minorities, Aboriginal peoples, persons of minority sexual orientations and gender identities, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

Academic Health Leadership Opportunity



Teaching Position in Architectural Design School of Architecture

The School of Architecture at Dalhousie University in Halifax, Nova Scotia, Canada, offers an accredited graduate professional degree program in architecture and post-professional graduate degrees in architecture and environmental design, including an interdisciplinary Ph.D. program. Located within a Faculty of Architecture and Planning, the School emphasizes a strong design orientation and co-operative studies that integrate work experience with academic courses. The harbour city of Halifax (pop. 360,000) is the metropolitan centre of Atlantic Canada, and Dalhousie University (est. 1818) is the premier research institution in the region, serving 16,000 students.

The School of Architecture invites applications for a teaching position in architectural design teaching, with an additional concentration in building technology, in one or more of the following areas: structural design, sustainable environmental systems and/or building components. Knowledge of digital design media is required. This is a full-time, probationary tenure-track or tenure-track appointment at the level of Assistant or Associate Professor, based on experience. The candidate will be expected to teach core courses in architectural design and building technology at the undergraduate and graduate levels, develop electives in their area of expertise, and supervise graduate theses. Willingness to collaborate with colleagues in curriculum development and participate in administrative duties is also expected. Following appointment, the School encourages each faculty member to develop either an area of funded research or a profile in design practice, and will provide mentoring to this end.

The successful candidate will have demonstrated achievement in the practice and teaching of architecture, and promise for excellence in design, teaching, and research. The portfolio of work should demonstrate a creative integration of building technology and architectural design, in practice and in teaching. A professional degree in architecture and either an advanced degree in a field related to the position, or eligibility for architectural registration in Canada is required.

Applications must include:

- (1) a statement of teaching and research orientation;
- (2) a full curriculum vitae including address, telephone and e-mail;
- (3) a portfolio including design work, teaching and publications; and
- (4) original letters of reference, sent under separate cover, from at least three referees (and their contact information if it is not evident in the letter).

Send application packages to:

Chair, Search Committee 2009/2010-1586
School of Architecture
Faculty of Architecture and Planning
Dalhousie University
P.O. Box 1000, 5410 Spring Garden Road
Halifax, Nova Scotia, Canada B3J 2X4

The Committee will begin consideration of applications on 15 September 2009. The process will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. We encourage applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

More information about the School and its activities can be found at: www.architectureandplanning.dal.ca

General inquiries should be directed to:
Marta Barnasica, Administrative Secretary to the
Dean of the Faculty of Architecture and Planning
E-mail: marta.barnasica@dal.ca; Tel: (902) 494-3210

UBC DENTISTRY



Clinical Research Centre Director Department of Oral Health Sciences Department of Oral Biological & Medical Sciences

The Faculty of Dentistry invites applications for a full-time, tenure track position in the Departments of Oral Health Sciences and Oral Biological and Medical Sciences at the Vancouver Campus. Applicants must hold a professional degree and advanced research education. The successful candidate should have an established publication record, external funding supporting clinical research and experience with clinical trials.

The successful candidate will be expected to develop a strong, externally funded clinical research program, and to contribute high quality undergraduate and graduate teaching and effective supervision of graduate students. The position will require development of a strong, externally-funded clinical trial research center and direction of its activities. Preference will be given to an individual who demonstrates an ability to establish productive collaborations with individuals from a variety of clinical disciplines and research interests both in academia and private industry. In addition, the successful candidate will be required to demonstrate potential in teaching excellence and service to the University and community.

The successful candidate will hold a full-time faculty appointment at UBC with salary, rank and appointment status commensurate with qualifications and experience.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Review of applications will begin November 1, 2009 and continue until the position is filled.

Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest including research priorities, and a record of teaching effectiveness and contact information for three references to:

Dr. Ed Putnins
Associate Dean Research and Graduate Studies
Faculty of Dentistry
The University of British Columbia
2199 Westbrook Mall
Vancouver, B.C. V6T 1Z3
E-mail: putnins@interchange.ubc.ca

For more information about the Faculty of Dentistry, see our website at www.dentistry.ubc.ca

CAREERS CARRIÈRES

of the following areas: language contact, bilingualism, language acquisition, language disorders or language attrition. Responsibilities will include teaching at the undergraduate and graduate levels, thesis supervision, and an active role in the Linguistics and Translational Studies programmes. Send letter of application with curriculum vitae, three letters of reference, a writing sample, and three letters of reference to Prof. Melitta Adamsch, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax: (519) 661-4093. Applications must be received by October 1, 2009. Positions are subject to budget approval. Applicants should have fluent oral and written communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

■ SURGICAL EDUCATION – University of Western Ontario. The Department of Surgery in the Schulich School of Medicine & Dentistry, The University of Western Ontario, is seeking to recruit a limited term individual at the rank of Assistant Professor in the field of Surgical Education to begin January 1, 2010. The successful candidate will hold a PhD or equivalent degree and is expected to establish a successful research program with a focus on surgical education and surgical simulation in collaboration with MD/PhD faculty members in Clinical and Basic Science Departments as well as CAVAR (Canadian Surgical Technologies & Advanced Robotics). The successful candidate will hold a cross appointment in a Basic Science unit appropriate to his/her research background. Applicants are expected to have an established track record in scholarly work involving one or more of surgical skills assessment, education, and training. The ideal candidate will demonstrate an aptitude for teaching and research and a commitment to scholarly publication and attainment of peer-reviewed research grants. The candidate will mentor and supervise graduate students in Basic and/or Clinical Departments. Including the Clinical Assistant Graduate Program, Biomedical Engineering, and others. This individual will also collaborate with members of the Department of Surgery to foster and enhance scholarly work in Surgical Education. The candidate will be based at the newly formed Schulich School of Medicine and Dentistry Centre for Education Research & Innovation, be expected to collaborate with other members of the Centre, and have an approximate workload of 75% Research, 20% Teaching, 5% Service. The Schulich School of Medicine & Dentistry Centre for Education Research & Innovation is dedicated to fostering the discovery and application of knowledge obtained through high-calibre programmatic research in Health Professional Education. Its vision is to build a community of education scientists and clinical co-ordinators across the clinical departments at Schulich, in order to advance educational and clinical practice through rigorous research inquiry. CSSTAR is a collective research and education program based at the London Health Sciences Centre, Lawson Health Research Institute, The University of

Western Ontario and St. Joseph's Health Care, London. CSSTAR integrates research, development, preclinical and clinical testing, validation, commercialization and clinical implementation of Minimally Invasive Surgery (MIS) technologies and robotics. Within CSSTAR is located the Keldan Centre for Surgical Education, a 22,500 square foot facility dedicated to surgical skills training. With a full-time enrollment of about 32,000 The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The Schulich School of Medicine & Dentistry (Schulich) provides an outstanding educational environment with a research-intensive environment where tomorrow's physicians, dentists and health researchers learn to be socially responsible leaders in the advancement of human health. With a growing international reputation for strength in surgical simulation and minimally invasive surgical training and treatment, the Department of Surgery consists of 80 full-time clinical academic faculty members and numerous cross and joint appointed faculty in Basic and Clinical Departments and at the affiliated research institutes. Further information about the Department may be found at www.uwosurgery.ca. Interested candidates may send a detailed Curriculum Vitae, a brief description of research accomplishments and future plans, copies of representative publications, and the names of three references to: Dr. John Denost, Richard Lee Professor & Chair/Clinic, Department of Surgery, St. Joseph's Health Care, London, Room 42-007, 268 Grosvenor St., London, ON, N6A 4V2. Applications will be accepted until the position is filled. Review of applications will begin after October 31, 2009. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities.

■ SYSTEMS DESIGN ENGINEERING (MATH BASED MODELLING & DESIGN) – University of Waterloo. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidate must possess a PhD in Engineering and be able to demonstrate strong abilities in teaching and research. We are primarily interested in a person whose research is in computational mathematics for the numerical solution of equations that describe the behaviour of large or complex systems. We expect that the successful applicant will have a research background in one or more of the following areas: simulation of kinetics and thermodynamics of proteins, nucleic acids, and other biologically meaningful molecules; simulation of pharmaceutical agents in the human body; modeling and simulation of the blood clotting cascade; simulation of signaling pathways in inflammation or immunity; bio-process modelling; large scale multi-body dynamics (preferably related to biomechanics); computational fluid dynamics (as applied to biological systems, e.g. blood flow or air flow in the respiratory tract). The use of massive parallel computing methods for building advanced simulation capabilities in biological systems is a high priority area of research at the department. As the SHARNET Chair holder in Systems Design Engineering the successful applicant would be expected to seek out opportunities for collaboration with faculty members in Engineering, the School of Computer Science, the Faculty of Mathematics and Science, as well as other members of the SHARNET network. Opportunities for collaboration within the Department

of Systems Design Engineering include blood flow modelling, inverse modelling and analysis of very large data sets, remote sensing, signal processing, biological/environmental systems modelling, pattern recognition, hierarchical stochastic modelling, and multidisciplinary design optimization. As the holder of the SHARNET Chair in Systems Design Engineering at the University of Waterloo the successful applicant would be ideally placed to build on the strengths in Systems Design Engineering and to contribute to those in computer science, mathematics and science at UW and the other SHARNET members. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. Additional information on the University and the Department and its activities can be found at <http://www.systems.uwaterloo.ca/>. Applications should be forwarded to Ms. D. Cheng, Secretary to the Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to dcheng@engmail.uwaterloo.ca. Please format your CV in accordance with the instructions provided at <http://www.systems.uwaterloo.ca/docs/reformat.pdf>. Applications will be reviewed until the position is filled. All qualified candidates are encouraged to apply; however Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ SYSTEMS DESIGN ENGINEERING (SHARNET CHAIR) – University of Waterloo. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidate should possess a PhD in Engineering and be able to demonstrate strong abilities in both teaching and research. We are primarily interested in a person whose research is in computational mathematics for the numerical solution of equations that describe the behaviour of large or complex systems. We expect that the successful applicant will have a research background in one or more of the following areas: simulation of kinetics and thermodynamics of proteins, nucleic acids, and other biologically meaningful molecules; simulation of pharmaceutical agents in the human body; modeling and simulation of the blood clotting cascade; simulation of signaling pathways in inflammation or immunity; bio-process modelling; large scale multi-body dynamics (preferably related to biomechanics); computational fluid dynamics (as applied to biological systems, e.g. blood flow or air flow in the respiratory tract). The use of massive parallel computing methods for building advanced simulation capabilities in biological systems is a high priority area of research at the department. As the SHARNET Chair holder in Systems Design Engineering the successful applicant would be expected to seek out opportunities for collaboration with faculty members in Engineering, the School of Computer Science, the Faculty of Mathematics and Science, as well as other members of the SHARNET network. Opportunities for collaboration within the Department

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University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a start date before January 1, 2010.

ACCOMMODATIONS

■ SOUTHERN FRANCE (PROVENCE) – Villa for rent Sept. 2010 through May 2011. Pool, tennis court, fully furnished, private, 3rd floor, wood, large office/library, in Luberon National Park Near Aix-en-Provence \$2250 CAD/month plus utilities. Email: sbeckett@brooks.ca.

Research Chair in Watershed Systems

Located in the thriving, multicultural city of Winnipeg, the University of Manitoba offers students and faculty a vibrant learning community, exceptional facilities and the chance to explore ideas, challenge assumptions and turn theory into reality. Our researchers are among the best in the world, finding new ways to protect the environment, improve human health, advance technology and strengthen communities in Canada and beyond. With more than 30,000 students, faculty, and staff, and over 90 degree programs, the University of Manitoba plays a key role in the social, cultural, and economic well-being of our community and our world.



The University of Manitoba invites applications and nominations for a Research Chair in Watershed Systems. The Chair will lead and coordinate research aimed at improving water quality in Manitoba and focus on the processes and management practices that will reduce non-point contamination of water within Lake Winnipeg's watershed. The province of Manitoba has committed \$1.25 million over five years, through the Manitoba Research and Innovation Fund, to support the proposed research chair. The successful candidate will serve as Chair for a five year period beginning January 1, 2010 or soon thereafter. In addition, a tenure-track or tenured appointment at an academic rank of Associate Professor or Professor, commensurate with qualifications and experience, will be granted. The departmental affiliation of the Chair holder will be determined by his/her particular academic/research expertise. Applicants with expertise in land-water interface dynamics related to the complex physical, chemical and biological processes affecting water quality are encouraged to apply.

The University has comprehensive expertise in the water area with active research programs encompassing aquatic and wetland ecosystems, land management and nutrient leaching, water infrastructure, climate, weather events, water quality, contaminant dispersal, water pollution control, waste water treatment, water policy and ice dynamics. The bulk of the University's research efforts in this regard are currently concentrated in the faculties of environment, earth, and resources; agricultural and food sciences; engineering; and science. Each of these units have extensive leading-edge research infrastructure capable of supporting work in this area.

The Research Chair will play a leadership role in coordination and communication of multi-disciplinary water research within the University and with other research partners. In carrying out their activities, the chair will work collaboratively with key stakeholders and research agencies (government, NGOs, boards/councils, research consortia, etc.).

The qualifications of the Chair will include:

- Ph.D. in science, engineering or related disciplines with international recognition in the field of watershed systems, as evidenced by a strong publication record in high impact journals and the acquisition of national or international peer-reviewed grants and contracts;
- demonstrated teaching excellence, including supervision of highly qualified personnel;
- superior history of successfully coordinating researchers and building productive multi-disciplinary research teams from a variety of institutions and/or organizations; and
- demonstrated ability to communicate science to a range of stakeholders, including the general public, clearly and effectively.

The selection and appointment of the Chair will be conducted in accordance with University policy on Chairs and Professorships.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Application materials, including letters of reference, will be handled in accordance with the "Freedom of Information and Protection of Privacy Act" (Manitoba). Please note that curriculum vitae may be provided to participating members of the search process.

Deadline for applications to position number 09793 (including curriculum vitae and the names of three references and contact information) is October 1, 2009. Please send applications to: Dr. Digvijay Jayas, Vice-President (Research) and Chair of the Search Committee, 207 Administration Building, University of Manitoba, Winnipeg, Manitoba, R3T 2N2 or by e-mail to Digvijay.Jayas@umanitoba.ca

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CAUT
BULLETIN

Concordia University
ENCS
Engineering & Computer Science

Concordia University's Department of Electrical and Computer Engineering is seeking outstanding applicants for a Tier-1 Canada Research Chair in Nanotechnology. The department is currently comprised of 37 faculty members, 14 staff members, and approximately 700 undergraduate and 600 graduate students.

The nanotechnology chair-holder will be expected to engage in theoretical and experimental research in infrared and terahertz technologies for novel solid state structures and devices in future electronic, photonic, and optoelectronic applications. A strong emphasis is placed on teaching, fundamental and applied research, interdisciplinary research partnerships, as well as on the development of local and national industrial collaborations.

The Government of Canada funds the Canada Research Chairs program in order to promote world-class research in Canadian universities. Details about the federal government's CRC program, as well as the chair selection criteria can be found at www.chairs.gc.ca

Shortlisted candidates will be invited to present a research proposal and give a teaching seminar. The Canada Research

Chair applications, including a CV, a record of relevant research and publications, a statement of research objectives, a seven-year research plan, as well as the names, addresses, and current contact information of five referees may be sent to:

Ms. Kim Adams, Assistant to the Chair

Department of Electrical and
Computer Engineering
Concordia University
1455 de Maisonneuve Blvd. W.
Montreal QC H3G 1M8 Canada

Review of the applications will continue until suitable candidates have been identified. The position is subject to the terms and conditions of the CRC program they are contingent upon their approval. For more information, visit www.ence.concordia.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



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COMMENT OPINIONS

COMMENTARY

Measuring the Unmeasurable in the Humanities

By MICHAEL BÉRUBÉ

ASSESSMENT and impact: these are the new watchwords in higher education. We have assessment indicators in the social sciences, the physical sciences and our business and law schools, which ask: "What does this research do? What footprint does it leave? Are its benefits worth the costs?"

Alas, the humanities do not respond well to these questions. One might as well ask the business and finance ends of campus what they contribute to the aesthetic richness of our lives — but, oddly, no one ever does.

When the assessors call, we humanists like to talk about "critical thinking," but we do not like specifying what we are critically thinking about. So let me give it a shot.

It has become a truism that the humanities teach us how to understand "difference" in some kind of generally tolerant way. I don't think that is always true: we all seem to wind up with different ways of understanding difference.



But I think the humanities help us come to terms with the possibility that some forms of difference might be unresolvable and that some kinds of conflict might be intractable.

This is one of the critical dilemmas of our time: how to develop and maintain pluralist societies that include people who are not pluralists. Grappling with this conundrum requires extraordinary suppleness of mind, a willingness to think in ways that do not immediately reach for easy resolution, and a commitment to lifelong learning — and that's just for starters.

Here is the problem: we do not know how to measure such things. We do not know how to tell people to see if we have enhanced their suppleness of mind or their love of lifelong learning.

We believe that education in the humanities consists of training in how to think and in developing a richer language for thought, but all the instruments agree: we cannot prove it, we cannot show the "value-added" aspects of a humanities education.

We have some wonderful anecdotal evidence, of course. Here is mine: there is no question in my mind that I was better equipped to deal with the birth of a child with Down's syndrome because of my training in the humanities.

I am less inclined to pathologise disability, more willing to entertain the idea that nothing human should be alien to us, more sympathetic to the argument that many disabilities are disabling chiefly because our built environments and social policies make them so. But I am not sure I can quantify that — and I am pretty sure I do not need to.

Perhaps we can merely say that in studying the humanities, people get acquainted with some of the most imaginative and intellectually challenging texts ever written, from Aeschylus' *Oresteia* to Immanuel Kant's *Critique of Judgment* to the novels of J.M. Coetzee.

And to the question, "is it useful to get acquainted with imaginative and intellectually

See MEASURING Page A9 ➔

COMMENTARY

Freedom of Inquiry Seems Always in Jeopardy

By ROBERT CHERNOMAS

I ATTENDED a conference last year "Free Inquiry at Risk: Universities in Dangerous Times" commemorating the 75th anniversary of the founding of the University in Exile at the New School for Social Research in New York. During the conference it became clear that the risks did not come exclusively from the usual suspects and that in significant ways threats to academic freedom today are in some ways greater than they were in the past. What follows is a sampling of what I heard.

The Notorious

It is easy to identify notorious examples of the enemies of free inquiry at the New School's two founding moments. In 1919, the New School's first moment founders like Charles Beard, John Dewey, Thorstein Veblen, Wesley Clair Mitchell, Emily James Putnam and James Harvey Robinson "took as their mission the creation of a protective space for scholars to explore the most important social and political issues of the day. Free from the constraints of the old school, connected as it was to corporate, political and to religious forces."

According to Ira Katznelson, a political science professor at Columbia University, the precipitating events were the October 1917 resignation by Beard from his tenured position at Columbia, followed by Robinson in December, after President Nicholas Murray Butler had guided the board of trustees to dismiss Henry Dana, an assistant professor of comparative literature and a socialist, and James McKeen Cattell, a distinguished tenured professor of psychology and a pacifist, for their outspoken opposition to the war in 1917 and 1918, their campaigning against the draft, and their advocacy of conscientious objection.



The second moment was in 1933 when the University in Exile was created to provide a safe haven for scholars and artists whose very lives were threatened by National Socialism. Melvin Johnston, then president of the New School, fought tirelessly to rescue more than 180 scholars including Max Wertheimer, Karl Brandt and Claude Lévy Strauss.

Princeton professor Joan Wallach Scott noted that as early as 1902 in an essay on academic freedom, Dewey warned of the erosion of the education mission by the need to curry favour with funders.

"The great event in the history of an institution is now likely to be a big gift rather than a new investigation or the development of a strong and vigorous teacher." Today, Scott argues "the sums may be larger and their impact on university research operations greater, but the pressure from financial backers

to bring universities in line with corporate styles of accounting and management was already powerfully present a century ago."

She goes on to identify Clarence Birdseye, an attorney and the father of the future frozen food magnate, who in 1907 compared college standards unfavourably with business principles. He urged faculty and administrators to "imitate a good manufacturer," and alumni "to help introduce business methods into the work of your alma mater."

Scott's view is that "businessmen and politicians, then as now, have had little patience with the ideal of learning for its own sake, and even less respect for faculty who often espouse ideas at odds with their view of the purpose and value of higher education." Dewey, she argues, was particularly concerned for the academic freedom of the social scientist who dealt with issues of social importance like political economy and historical interpretation.

There is likely nothing more notorious tied to academic freedom in the United States than the McCarthy period. Ellen Shrecker, a professor of history at Yeshiva University in New York, provided an eloquent and detailed account of the purges of the McCarthy period. In her words, "above all, these cases showed how vulnerable the nation's institutes of higher learning were to external pressures and how readily these institutions accommodated themselves to the imposition of political tests for employment."

She goes on to detail how the FBI, university administrations and the American Association of Universities (an organization composed of the presidents of the nation's leading research universities) used financial and Orwellian means to fire at least 100 academics. She notes that "every single non-tenured faculty member who tangled with the inquisition lost his or her job." Orwellian you ask? The AAU created something called

the "obligation of candor" for American faculty members.

As Shrecker recounts, "Because professors required special freedom for their academic work, the AAU explained, they had to be completely open about their activities. Refusing to answer an official investigation's questions about their past politics and associates thus violated that newfound obligation of candor. And, at the very least, required their institutions to mount an inquiry into the unfriendly witness's fitness to teach."

Shrecker asks how much the academy has learned from its mistakes. "And as the highly publicized dismissals of people like Sami Al-Arian at the University of South Florida, Ward Churchill at the University of Colorado, and Norman Finkelstein at DePaul University at Chicago revealed, universities are still accommodating themselves to the demands of politicians and other outsiders to eliminate embarrassing faculty members. Especially, I would stress, if they oppose the right wing Zionist line."

Chuck Vest, former president of the Massachusetts Institute of Technology, talked about how the federal government's Technology Alert List, included, at one time, urban planning and landscape architecture, denying some foreign students access to these programs at MIT. After meeting with Vice President Dick Cheney and contacting Homeland Security boss Tom Ridge he managed to get "such really security-critical fields of study" off the list. Being president of MIT has its privileges.

Suspected Suspects

Khalil Shikaki, an associate professor of political science and director of the Palestinian Center for Policy and Survey Research in Ramallah, and a senior fellow of the Crown

See FREEDOM OF INQUIRY Page A10 ➔